

PRESBYTERIAN CHURCH (U.S.A.) CHURCH LEADERSHIP CONNECTION 100 WITHERSPOON STREET LOUISVILLE, KY 40202-1396 Toll Free 1-888-728-7228 ext. 8550 Fax # (502) 569-5870 www.pcusa.org/clc

MINISTRY INFORMATION FORM

Ministry ID 22082
Ministry Name Mount Vernon Presbyterian Church
Mailing Address 471 Mount Vernon Highway NE
City Sandy Springs State GA Zip Code 30328
Telephone Number 404-255-2211 Fax Number 404-255-4619
Email
Web site www.mvpchurch.org
Congregation or Organization Size(Select one) Under 100 members 101 - 250 members 251 - 400 members 401 - 650 members 651 - 1000 members 1001 - 1500 members More than 1500 members N/A

Average Worship Attendance 133 (2 vr. avg.)



Church School Attendance Approx. 30

Church School Curriculum Varies						
Check if certifie	ed as eligible for pa	rticipatio	n in the Semina	ry Debt A	Assistance Program	
Ethnic Composit Enter the percentage				congrega	tion.	
	American Indian or Alaska Native					
	Asian					
19	6 Black or African A	merican (African Native, C	Caribbean)		
19	← Hispanic Latino/Lati ← Mispanic Latino/La	na, Spanis	sh			
	Middle Eastern					
	Native Hawaiian	or Other	Pacific Islander			
	98% White					
Oti	her					
Presbytery <u>Greate</u> Community Typ			_Synod Sout	th Atlant	ic	
	College	_	Rural	X	Suburban	
	Small City		Town	.,	Urban	
	Village	_	Recreation		Retirement	
	N/A					
Clerk of Session	Contact Inform	ation:				
Name Malinda Holn	nes					
Address 471 Mount	Vernon Hwy NE					
City Sandy Springs			State	GA	Zip Code <u>30328</u>	
Preferred Phone <u>404-314-3523</u> Alternate Phone <u>404-255-2211</u>						
E-mail malinda128.h	nolmes@gmail.com	FAX_				



*Select below the position to be filled and the minimal number of years of experience required

(e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)

Years of Experience	Position Type	Years of Experience	Position Type
Experience	Solo Pastor	Experience	General Assembly Staff
	Head of Staff (Multi-staff Pastor,		Church Business Administrator
	who supervised two teaching elders		Church Business / Kummstrator
	and other staff)		
3+ as associate			Executive Director
or head	teaching elder and other staff)		Emoduli o Briotor
	Associate Pastor (Christian		Director of Music (non-ordained)
	Education)		,
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New		Christian Educator (Certified)
	Worshipping Community)		
	Pastor		Christian Educator (non-certified)
	(Transformation/Redevelopment)		
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply,		Finance Manager
	Student)		
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive		
	Presbyter		
	Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



Bi-voca		art Time	Open to Either
	tional (able to provide employ	ment through outside p	artnership)
_	regation? <u>X</u> No		
es, please complete th	ne Yoked Congregation Detail	Form.)	
rgy Couple (Are	you open to a clergy couple?	?) YesNoX	
rtification/Train	ing (check below the desir	ed certification or trai	ning needed for the position):
/Transitional Mi	nistur. Tuoining	Interim Execut	ive Presbyter Training
erim/Transitional Mi	distry I raining	Internal Engeload	
	-		ess Administrator
erim/ i ransitional wi rtified Christian Educ rtified Conflict Media	cator	Certified Busin	
rtified Christian Educ rtified Conflict Media	cator	Certified Busin Clinical Pastors	ess Administrator
rtified Christian Educ rtified Conflict Media her nguage Requiren	nents	Certified Busing Clinical Pastors	ess Administrator al Education Training
rtified Christian Educ rtified Conflict Media her nguage Requiren X_ English	nentsSpanish	Certified Busin Clinical Pastora	ess Administrator al Education Training French
tified Christian Eductified Conflict Media her nguage Requiren K_ English Arabic	nents Spanish Armenian	Certified Busin Clinical Pastors KoreanCreole	ess Administrator al Education Training FrenchPortuguese
rtified Christian Educ rtified Conflict Media her nguage Requiren English Arabic Japanese	nents Spanish Armenian Russian	Certified Busin Clinical Pastora	Ess Administrator al Education Training FrenchPortugueseBurmese
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Mission Statement

What is your congregation's or organization's Mission Statement?

Mount Vernon Presbyterian Church is filled with love and energy- an inclusive congregation (1) committed to spiritual growth through worship, study, fellowship, and service.

• As children of God, we seek to <u>praise</u> (2) God in worship and in all that we say and do



- As **disciples of Jesus Christ**, we <u>listen</u> (3) to scripture, tradition, one another, and the world in order to understand God's will for us as individuals and as a community
- As **members of a family of faith**, we strive to <u>love</u> (4) one another unconditionally, sharing our joys and standing beside one another in our struggles
- Moved by the Spirit, we <u>serve</u> (5) our gracious God by taking that with which we have been blessed and turning it into blessings for others

What we mean when we describe MVPC as

- (1) An inclusive congregation. We believe the church as founded by Jesus Christ should welcome all of God's children as members who work together in a family of faith to help grow God's kingdom in our community and around the world. Our ministries demonstrate our care for Hispanic children in our community, children far away in Zambia, homeless families in the north Fulton and DeKalb area, and less fortunate families who need the support of the Community Assistance Center. We welcome organizations like AA and other help organizations to our campus. We recognize we are a very homogeneous congregation; we desire to become more diverse as we grow. We believe no barriers that weaken our ability to be led by the Spirit to serve others in the local and world community should divide the children of God.
- (2) A church that seeks to praise God. We believe there are many ways we can praise God. Traditional and Non-Traditional worship services create variety in how we worship through song, liturgy, communion, and fellowship that provide formal and less formal worship structures. Praise for God occurs in other ways too. A variety of ministries offer opportunities to praise God through serving others.
- (3) A church that listens. The Mt. Vernon congregation strives to hear God as we listen to challenging and thought-provoking sermons and through Sunday School discussions that dig deep into scripture. MVPC pastors were among the founders of the Sandy Springs Interfaith Clergy Association. This group has worked to foster dialogue and cooperation among various faith communities in the greater Sandy Springs area, including the Muslim and Jewish communities. MVPC has invited representatives of the Jewish, Muslim, and Mormon congregations to speak at educational events. In turn, members of MVPC have been invited to attend special events at their congregations. This dialogue and cooperation has led to our partnership with B'nai Torah in sponsoring Family Promise and "A Rabbi and A Minister Walk Into A Bar..." In addition, MVPC, two other Christian congregations and three Jewish congregations spent three years learning together as we worked through the *Reclaiming the Center* curriculum developed and led by the Institute for Islamic, Christian, and Jewish Studies.
- (4) A church that loves unconditionally. Visitors and new members find a welcoming church family where members really desire to know one another and support one another. The Prayer Vine lifts up concerns and joys of the congregation. Over the years we have used various approaches to strengthen congregational fellowship such as church retreats, Hike Inn weekend, Dinners for Eight, churchwide themed gatherings (brunches, meals, picnics included). We are working to build a stronger pastoral care ministry.



(5) A church that serves God. Ours is a church that seeks to serve God by reaching out to others through strong and varied outreach ministries working locally and internationally to share God's blessings with those less fortunate. Hundreds of local Hispanic children have been served through Los Ninos Primero; homeless children and their parents are served through Family Promise of North Fulton/DeKalb; and our youth regularly go to downtown Atlanta to feed the homeless. Other meaningful outreach efforts include providing meals for Clifton Night Shelter, providing Christmas gifts for homeless children at the International Women's Shelter; extending hospitality to international students through Atlanta Ministry with International Students and Christmas International House; and mission trips for both adults and youth to Zambia, Honduras, and various locations in this country. Our support of Garden Presbyterian School in Zambia provides teacher salaries, a computer lab, and other needed supplies. Scholarships provided for students to attend Garden Hills High School and college scholarships for high school graduates enable Zambian students who otherwise could not afford it to pursue a high school or college degree. The Community Assistance Center (CAC) was founded on our campus in 1987 and is now an interfaith ministry housed in two commercial buildings in Sandy Springs. With sponsorship from more than 25 churches and synagogues as well as individuals, corporations, and foundations, CAC provides food, clothing, and financial assistance to more than 2500 families yearly. MVPC remains committed to supporting all these worthy endeavors as well as seeking to meet additional needs of our changing community.



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Our vision is to enrich the lives of congregants and those in our local and world communities by building on the strong relationships already in place among members and by strengthening outreach programs. As a church family we desire to grow spiritually in worship, community outreach, fellowship, and in Christian education for all ages. We welcome the community to join us in sharing God's gifts. We will create more opportunities to attract young families.

We support our vision by offering Christian education, thought provoking and spiritually meaningful worship services, fellowship opportunities to bring congregants closer together, and local and international outreach. We have targeted specific groups to reach with God's message through support of our local Community Assistance Center, Los Ninos Primero providing educational support for children of our Hispanic community, Family Promise that houses homeless families, and Garden Presbyterian School in Zambia. MVPC youth take yearly mission trips both in the U.S. and abroad.

MVPC is ready to serve the spiritual needs of our congregation and community through worship, outreach and fellowship. We seek a minister to lead us in executing our vision strategically using proven practices as well as new strategies to reach people and engage them in the life of the church through small groups, shared meals and other learning, worship, and fellowship opportunities.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

Outreach Ministries define the core of our church and will continue to be a major focus for our congregation. To continue the breadth of these ministries, however, congregational growth will be critical. With our aging congregation and limited new membership, we have experienced declines in our congregation. Many internally focused programs and fellowship opportunities have waned or been paused.

A focus on Christian Education, renewal of the Ministry to Children and Youth, enhanced pastoral care, and revitalization of fellowship opportunities will fulfill much of the internal needs of our congregation and will re-energize the church, thus attracting new members.

We are very conveniently located in the geographic center of Sandy Springs. As Georgia's seventh largest city with a population of nearly 107,000, continued population and business growth is projected. Within blocks of our campus are multitudes of new urban residential complexes and new neighborhoods; deeply established suburban neighborhoods are just



beyond.

With energy from our leadership, revitalization in our program offerings, utilization of our 8.5-acre campus with wonderful facilities, and our location, MVPC will be poised for growth opportunities. Through growth, we will have sufficient numbers to strengthen our outreach missions. We will be able to address those who are needy as well as create programs to reach our Hispanic population and the growing number of millennials in Sandy Springs.

3. How will this position help you to reach your vision and mission goals?

Inspiring sermons along with stronger Christian education and spiritual formation programs should energize the congregation bringing back members who are currently AWOL. To this end, MVPC has hired a part-time Director of Christian Education who is leading a Task Force to develop short and long-term CE enhancement goals.

Our new pastor will assist us in addressing opportunities for membership growth. A recent demographic survey of Sandy Springs shows that the city is poised for continued growth. Construction of multi-family, single-family and townhomes in the area immediately surrounding the church presents a potential for attracting new members.

Outreach and service to the community have long been an important focus of our congregation. It is our hope that our new pastor will be instrumental in helping church members identify and use their gifts in expanding and refocusing these programs. We would like to continue building on these strengths to address the needs of the community.

Influencing members to develop their full leadership potential is an ongoing need in our congregation. Helping us strategize methods for developing leadership will be an important role.

The Church Assessment Tool (Holy Cow! Consulting) identified our congregation as being very compatible, even when in disagreement, and tolerant of change. We think this is a strong asset when it comes to new ways of doing church.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

The pastor will deliver theologically sound, inspiring, energized sermons that are thought provoking and relevant in today's world motivating congregants to strengthen their relationship with the church and embrace their Christian faith. This person should be compassionate, friendly, sincere, energetic, approachable, able to communicate with church members of all ages, and have a sense of humor. The pastor will possess the leadership and administrative skills necessary to lead and strengthen the work of the MVPC staff.

As MVPC looks to build fellowship within the church and attract new members, the next pastor will have to possess the vision necessary to collaboratively develop strategies to accomplish these goals. Vision will also be necessary in maintaining and elevating the great work already accomplished by our robust outreach ministry. This person must be flexible and open, accepting and welcoming to all, comfortable in meeting people where they are in their faith journey, and genuinely attuned to the needs of all in the congregation. In addition, the pastor should have a visible presence in the Sandy Springs community.

We seek a dynamic and highly motivated individual who can help the congregation realize its potential for growing the church and sustaining the strong outreach programs we have in place. We need someone who will help us grow spiritually,



help us strategically focus our outreach missions, and someone who is sincerely excited about joining our church family.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?

The pastor, staff and Worship Committee, plan and deliver traditional and non-traditional services providing biblically-based, transformational sermons. Also, the pastor administers the Sacraments, and officiates weddings and funerals; guides, encourages, and supervises pastoral care; provides active leadership in MVPC's outreach missions; engages in teaching opportunities; and serves as a resource to lay leaders.

As Session Moderator the pastor leads staff to serve as resource persons to ministry teams; manages, holds accountable, and serves as a resource to staff; works with Session in strategic planning, and administration and evaluation of programs; leads Session, staff, and the congregation to work on strategic priorities; and serves as ex-officio member of two partner boards. This person will work with Session to determine the best staffing structure for MVPC.

The pastor in staff and Session meetings leads MVPC to develop and effectively operate a wide range of program activities; is a decision-maker; and immediately engages new members. The pastor takes an active role in consultation with staff, Session and lay persons to implement a comprehensive program of nurture and worship and in development of on-going spiritual renewal opportunities. The pastor will lead development and support of an active youth program; assure communication of church and church-sponsored programs to the congregation and the community; and maintain close ties with the interfaith community.

OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) <u>Please note the CLC system does not warehouse links</u>. (Limit characters to 500)

http://www.mvpchurch.org

http://www.sandyspringsga.gov

http://www.citysprings.com

http://www.visitsandysprings.org

http://heritagesandysprings.org

http://www.mountvernonschool.org

http://www.fultonschools.org



*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

	THEOLOGICAL	/SF	PIRITUAL INTERPRETER
X	Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.		Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
X		X	Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.		Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
	CO	MN	MUNICATION
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		



	ORGANIZA	TI	ONAL LEADERSHIP
	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.	Х	Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the		



	strengths and limitations of others.		
	INTERPER	SO]	NAL ENGAGEMENT
X	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.		Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.		Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.		Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal supportsystem.		

^{*}COMPENSATION AND HOUSING: A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered "effective salary" by the Board of Pensions of the PC (U.S.A.)

See Effective Salary Definition at Board of Pensions.

Minimum Effective S	Salary \$ <u>85,0</u>	00 Maximum Effective Salary 90,000	
Housing TypeN		Manse	
	X	Housing Allowance	
		Open To Either (Manse or Housing Allowance)	
	-	Not Applicable (For Non-pastoral Positions Only)	



*EQUAL EMPLOYMENT OPPORTUNITY

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church "....as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of
Government in this regard?
X Yes

REFERENCES (Limit 3)

No

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Susan Haynes
Address 4830 Surrey Dr., Roswell, GA 30075
Phone Numbers (w) 404-255-2211, ext. 214; (c) 678-6970822
Relation Interim Pastor
E-mail susan@mvpchurch.org
Name Margaret Schafer
Address 3710 Louver Lane, Houston, TX 77082
Phone Numbers <u>404-625-8152</u>
Relation Former Member; transferred to Texas
E-mail ga.schafers@comcast.net



Name <u>Cassandra Morrow</u>	
Address Presbytery of Greater Atlanta, 1024 Ponce de Leon Ave. NE.	Atlanta, GA 30306
Phone Numbers (w) 404-898-0711, ext. 122; (c) 404-307-3426	
Relation Congregational Consultant, Presbytery of Greater Atlanta	
E-mail <u>cmorrow@atlpcusa.org</u>	
*Pastor Nominating Committee/Search Committee Chairpers	son/Mid-council Search Committee
Chairperson:	
Name <u>David M. Hill</u>	
Address 48 Vernon Glen Ct.	
City Atlanta State GA	
Preferred Phone <u>678-274-8878</u>	
Alternate Phone <u>678-274-8986</u>	
E-mail Address for PNC Communications (required): david.hill321@comcast	net
ENDORSEMENTS	
Pastor Nominating Committee/	
Search Committee Des mail	Date /2-17-Z018
Signature	
Clerk of Session Malinda W. Holmes	Date Dec. 17, 2018
Signature	
Presbytery	Date
Signature	