



**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: 22530

Ministry Name: St. Simons Presbyterian Church

Mailing Address: 205 Kings Way

City: St. Simons Island **State:** Georgia **Zip Code:** 31522

Telephone Number: 912-638-2220 **Fax Number:** 912-634-9196

Email: sspres.org

Website: sspres.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: 300



Church School Attendance: 60

Church School Curriculum: The curriculum is determined by perceived needs of the congregation.

Check if Certified as eligible for the participation in the Seminary Debt Assistance Program.

Ethnic Composition Of Congregation *(in whole %):*

Enter the percentage of each racial ethnic component of your congregation.

- American Indian or Alaska Native
- 1% Asian
- Black or African American (African Native, Caribbean)
- Hispanic Latino/Latina, Spanish
- Middle Eastern
- Native Hawaiian or Other Pacific Islander
- 99% White
- Other _____

Presbytery : Savannah **Synod:** Synod of the South Atlantic

Community Type (select one)

- | | | |
|-------------------------------------|--|-------------------------------------|
| <input type="checkbox"/> College | <input type="checkbox"/> Rural | <input type="checkbox"/> Suburban |
| <input type="checkbox"/> Small City | <input checked="" type="checkbox"/> Town | <input type="checkbox"/> Urban |
| <input type="checkbox"/> Village | <input type="checkbox"/> Recreation | <input type="checkbox"/> Retirement |
| <input type="checkbox"/> N/A | | |

Clerk of Session Contact Information:

Name: Leslie McCracken

Address: Post Office Box 20042

City: St. Simons Island **State:** Georgia **Zip Code:** 31522

Preferred Phone: 912-638-1456 **Alternate Phone:** 912-506-0550

E-mail: lesliesfriends@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)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
5-10 years	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/ Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	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		



You may also specify the position title (if appropriate) _____

***Employment Status**

Full Time Part Time Open to Either
 Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? No Yes
 (If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training	_____	Interim Executive Presbyter Training	_____
Certified Christian Educator	_____	Certified Business Administrator	_____
Certified Conflict Mediator	_____	Clinical Pastoral Education Training	_____

Other (Experience in Church Administration Preferred) _____

Language Requirements

<input checked="" type="checkbox"/> English	<input type="checkbox"/> Spanish	<input type="checkbox"/> Korean	<input type="checkbox"/> French
<input type="checkbox"/> Arabic	<input type="checkbox"/> Armenian	<input type="checkbox"/> Creole	<input type="checkbox"/> Portuguese
<input type="checkbox"/> Japanese	<input type="checkbox"/> Russian	<input type="checkbox"/> Swahili	<input type="checkbox"/> Burmese
<input type="checkbox"/> Cambodian	<input type="checkbox"/> Indonesian	<input type="checkbox"/> Laotian	<input type="checkbox"/> Thai
<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Taiwanese	<input type="checkbox"/> Cantonese	<input type="checkbox"/> Mandarin Chinese
<input type="checkbox"/> Twi	<input type="checkbox"/> Sign Language	<input type="checkbox"/> Other	

Statement of Faith Required Yes No



Mission Statement

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

We are a people who celebrate God! We rejoice in God's creation, respond to God's calling, and rely on God's faithful covenant. We are a people who serve Jesus Christ. We lift soup ladles for the hungry, build homes for the homeless, tutor students who need a friend, and touch God's children all around the world. We sing praises to God in worship, listen for God's word from the pulpit and enjoy God's comfort during our wilderness days. We are a people who expect Christ's return. We declare it when we break bread together, announce it when we share the cup, and trust in it with each baptism. In the name of the Father, and the Son, and the Holy Spirit, Amen.

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.

St. Simons Presbyterian Church finds its home on a barrier island off the Georgia coast surrounded by the beauty of God's creation. While it is easy to rest our eyes on golden marshes and sandy coastlines, our vision extends beyond our beloved island. We have a passion and desire to live out God's commandment to love our neighbor as ourselves. Where there is an opportunity to connect, we seek to build a bridge.

We see ourselves as a church full of doers who live out the vision of our congregation daily. Our love for our neighbor begins at St. Simons Presbyterian Church. We are welcoming and friendly to all who enter our doors. We eat together regularly and provide many opportunities for fellowship.

We extend that neighborly love to our community with local mission. Our congregation feeds the hungry, tutors children, builds houses, and gives financial gifts to organizations and people that also live out our vision and are in need. Our church also serves as a spiritual leader in our ecumenical community. We work with many other denominations and faiths to organize community events such as an Easter Sunrise Service and Thanksgiving Community Worship Service.

We also extend neighborly love to our brothers and sisters around the world with national and international missions. Church members travel to spread God's word and help those in need.



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

St. Simons Island is part of Glynn County, which includes four barrier islands, the historic port city of Brunswick, and unincorporated land outside of the city on the mainland.

The economic disparities in our community are painfully obvious. Oceanside mansions and exclusive golf communities are a short drive away from deep generational poverty and homelessness. Our congregation senses an increasing call to reach out and serve those in need. We operate numerous programs to answer the cries of the poor and hungry. These include bi-annual Days of Service, Hunger Action Team, Angel Tree, Manna House, PAL Mentoring Program and the BRIDGE Summer Mission Program. We also recognize that our nation feels deeply divided over many issues, but we urge our congregation to accept our differences gracefully to love and serve our neighbors in Christ.

This church strives to be the hands and feet of Jesus Christ by being present in the local community. During the Covid crisis, church members demonstrated Christ's love to over 300 neighbors in Glynn County by contributing to a Covid Relief Fund specifically created to offer financial help to those unemployed or underemployed, to families and children without food or resources and to those threatened with mounting expenses and loss of income.

Our congregation also feels called to address the emerging needs of youth in our church and in our community. Youth are coming of age in a vastly different landscape than the generations before them. The challenges youth face make church relevant for some and elusive for others. We believe youth need strong personal relationships, with God as well as with authentic, supportive adults as they learn to navigate the world.

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

The new Pastor/Head of Staff will have access to the Congregation Assessment tool which sets forth the following priorities. These survey results clearly identified four areas of focus that should continue to receive attention as the church looks to the future.

- a. Develop and implement a comprehensive strategy to reach new people and incorporate them into the life of the church.
- b. Develop ministries that work toward healing those broken by life circumstances.
- c. Expand outreach ministries that provide direct services to those living on the margins of society.
- d. Create more opportunities for people to form meaningful relationships.

Each of these priorities provides meaningful direction to the new Pastor as they continue the growth and development of the church. Discussions during focus group events that followed the congregational survey confirmed these sentiments.

The new Pastor will have an opportunity to steer and oversee an enhanced commitment to increase emphasis on youth ministry and participation by the youth and parents of the youth.



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

The ideal candidate will have an authentic faith in Jesus Christ that will be evident in all aspects of their life. They will live out this faith by empowering others to know, love and serve Jesus.

They will preach engaging and stimulating sermons from the Pulpit.

They will be a hands-on leader, humble enough to mop floors at Manna House, brave enough to preach a challenging sermon, compassionate enough to attend to a dying parishioner, and confident enough to ask a stranger to come to worship on Sunday.

They will be a bridge builder and a peacemaker. They will forge connections between youth and families, families and the church, church and the community, and those seeking a relationship with God. They will be a team player and work effectively with church leaders and staff.

They will be organized. They will successfully manage their job responsibilities and remain focused on the broader vision of the church while also be willing to ask questions, show flexibility, and approach their duties with a good sense of humor. They will be committed to the ministry of PCUSA.

St. Simons Presbyterian Church is a church in transition. We are blessed to be growing in numbers, but with that growth comes increased complexity. The next pastor/head of staff will need to lead staff and lay leaders through this transition. The ideal candidate will have strong leadership, administrative, and organizational skills. This includes organization and administration of budgetary and financial processes.

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

The responsibilities of this candidate are summed up as preaching, teaching, pastoral staff, head of staff and administration. Specifically, but not inclusive:

- Provide primary leadership for all opportunities
- Guide or leading weekly worship
- Provide pastoral care and visitation along with other pastoral staff and Deacons
- Lead scheduled staff meetings
- Moderate monthly session and diaconate meetings
- Collaborate with staff to support and strengthen all ministries of the church
- Officiate at weddings, funerals, and special services
- Participate as an active member of the Savannah Presbytery



- Lead by example through active participation in church missions
- Help coordinate existing church mission opportunities (bi-annual Days of Service, Manna House, Habitat for Humanity, etc.)
- Encourage and equip participation in church mission activities
- Strengthen church relationships with local charitable organizations
- Identify emerging needs for missions in our community and beyond



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL 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	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	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.
COMMUNICATION		
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.	



ORGANIZATIONAL LEADERSHIP

X	<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>		<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/ organization’s vision and mission.</p>
	<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>	X	<p>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.</p>
	<p>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.</p>	X	<p>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.</p>
	<p>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.</p>		<p>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.</p>



<p>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.</p>	
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INTERPERSONAL ENGAGEMENT

X	<p>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.</p>		<p>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.</p>
X	<p>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.</p>		<p>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</p>
X	<p>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.</p>	X	<p>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.</p>
	<p>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 support system.</p>		

***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 Salary: \$100,000.00 **Maximum Effective Salary:** to be determined

Housing Type: _____ 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?

Yes

No

REFERENCES (Limit 3)

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. Alan Dyer
Address: First Presbyterian Church 393 E. Main St. Spartanburg, SC 29302
Phone Number: 864-583-4531
Relation: Former Pastor / Head of Staff
E-mail: adyer@fpcspartanburg.org

Name: Michael Johnson
Address: 158 Rosemont Street, St. Simons Island, Ga 31522
Phone Number: (912) 266-5851
Relation: Trustee at St. Simons Presbyterian Church
E-mail: mbj.johnson51@gmail.com



Name: The Rev. Dr. Steve Goyer
Address: St. Simons Presbyterian Church
Phone Numbers: 912-638-2220
Relation: Current Interim Pastor
E-mail: steve@sspres.org

***Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name: Brenda Jones
Address: 101 Shore Rush Dr
City: Saint Simons Island State: Georgia Zip Code: 31522
Preferred Phone: 912-577-7688
Alternate Phone: _____
E-mail Address for PNC Communications (required): jonesbb0104@gmail.com

Name: Jeff Shiver
Address: 129 Pine Valley
City: Saint Simons Island State: Georgia Zip Code: 31522
Preferred Phone: 706-461-5686
Alternate Phone: _____
E-mail Address for PNC Communications (required): jpshiver@gmail.com

ENDORSEMENTS

Pastor Nominating Committee
Search Committee: *Brenda Jones* Date 11-16-22
Signature

Clerk of Session: *Leslie McCracken* Date 11/16/22
Signature

Presbytery: _____ Date _____
Signature

Approved by St. Simons Presbyterian Church Session on November 15, 2022