



**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 8004

Ministry Name Presbyterian Church of Chestnut Hill

Mailing Address 8855 Germantown Avenue

City Philadelphia State PA Zip Code 19118

Telephone Number 215-247-8855 Fax Number

Email pcchpnc@gmail.com

Web site www.chestnuthillpres.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 200

Church School Attendance 45

Church School Curriculum Feasting on the Word, and self-generated

☐ Check if certified as eligible for 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

2% Asian

2% Black or African American (African Native, Caribbean)

1% Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

95% White

Other _____

Presbytery Philadelphia

Synod Trinity

Community Type (select one)

College

Rural

X Suburban

Small City

Town

Urban

Village

_____ Recreation

_____ Retirement

N/A

Clerk of Session Contact Information:

Name Katherine F. Connelly

Address 4732 Smick Street

City Philadelphia

State PA

Zip Code

19127

Preferred Phone 215-680-1740

Alternate Phone

E-mail katherinefconnelly@gmail.com

FAX none





***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
<u>minimum 5-10 years in ordained position (does not have to be Head of Staff)</u>	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	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 _____

Language Requirements

☒ English _____ Spanish _____ Korean _____ French
 _____ Arabic _____ Armenian _____ Creole _____ Portuguese
 _____ Japanese _____ Russian _____ Swahili _____ Burmese
 _____ Cambodian _____ Indonesian _____ Laotian _____ Thai
 _____ Vietnamese _____ Taiwanese _____ Cantonese _____ Mandarin Chinese
 _____ Twi _____ Sign Language _____ Other

Statement of Faith Required ☒ Yes _____ No



Mission Statement

The Presbyterian Church of Chestnut Hill seeks to be an inclusive community of faith committed to excellence in worship, music and the arts, education, and outreach. Our mission is to be faithful to Jesus Christ so that the members of Christ's church provide both a spiritual and a material ministry to each other and to the world.

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.

We aspire to be an inclusive congregation that is actively living out the gospel of love's triumph over death with each other, with our community, and with the world. Our minister plays a central role in helping us achieve that vision.

We live out this vision in our worship services: through sermons that challenge us intellectually and emotionally, deepening our understanding of Scripture in response to today's challenges; through music that draws on our centuries-long musical tradition; and through an increasingly diverse community of faith that seeks to know and follow Jesus Christ.

We live out this vision in our life together. Known for our "life and liveliness," we continue to seek new ways for members to build fellowship, to deepen their involvement in the church's ministry, and just to have fun together. An imaginative church school, an active youth group, Theology on Tap, a music and arts festival, and group outings fill our church's calendar.

We live out this vision as a church that exists for others. Our building is rarely quiet! We are home to many outside musical groups and have strong educational outreach programs in our preschool and The Center on the Hill, known as "the place for active adults." Our Social Witness Committee provides opportunities for social outreach, with groups dedicated to addressing the challenges of hunger, sustainability, gun violence, and homelessness. We encourage all members to be actively involved in the church's mission.

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



In all things, we are led by the Holy Spirit, following Jesus' example to use our time, talents, and resources to nurture our membership and connect with those in need. PCCH recognizes its position in an affluent neighborhood close to some of the most afflicted communities in our city, and we aim to foster goodwill between individuals of all racial and socioeconomic backgrounds, seeking to bring others to Christ through the love and care we show them. We actively support efforts to end gun violence, aid children, feed the hungry, support women victimized by sex trafficking, and target other needs of our community.

We are a congregation of seekers and strive to create a supportive environment for all as they develop and deepen their faith. With many creative talents among our members, we enjoy fellowship and reflection through traditional worship as well as frequent music, arts, and service gatherings.

In recent years, we acknowledged and adapted to our demographic - a significant number of aging members, and a quickly growing population of young families - by hiring a Director of Youth and Senior Adult Ministry and an Associate Minister of Christian Education to support their unique needs. They cultivate deeply personal relationships, create space for questions and support for life's many challenges, enliven and enrich our church school, lead meaningful fellowship and service experiences, and offer educational opportunities.

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

Through the competency, skill, and compassion of our leadership for the past two decades, our vision and mission goals have seen significant achievements, quantitatively and qualitatively. This expansion has led to a high level of satisfaction within our congregation.

The sign on our lawn announces that we are "An inclusive community of faith." We strive to walk the walk by demonstration of the living proof of that proclamation. In doing so, we intend to be faithful to Jesus Christ and provide a spiritual and material ministry to each other and to the world. As we approach a period of change, we will rely heavily on the leadership of the minister for direction, continuity, wisdom, and spiritual guidance.

The minister will challenge us to continue to assess, implement, and expand our vision and mission goals. We remain committed to hospitality as we continue to serve as gracious hosts to the surrounding community. We see ourselves as a congregation which is theologically progressive, while in equal measure adaptable and settled in our approach to change. While we wish to retain this identity that



embraces our differences, we invite components of a new vision and mission that will advance the tenets of our worship, music and arts, education, and outreach. As we embrace change, we will seek guidance from the teaching and example of Jesus Christ.

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

We seek a minister whose personal Christian convictions and faith journey combine with a firm knowledge of Scripture, the historical church and its theology, and previously marginalized voices, resulting in worship design, leadership, and preaching of imagination, power, and grace. It is human nature to take comfort in the safe and familiar. We value sermons that help us to see how God meets us in the face of a stranger, challenge us with God's word by placing us in unexpected roles within the scriptural narrative, and tackle with sensitivity the ways in which our faith intersects with our common life such that we are moved from complacency to action that we might enrich our faith and live it out more meaningfully.

We seek a minister with the experience, empathy, and skill to counsel and comfort those facing physical, emotional, and spiritual difficulties. We seek a minister who can discern the ways in which God calls each of us into the service of the Church, the community, and the world at large and finds new and surprising vehicles for growing PCCH's membership, fellowship, and sense of mission. We seek a minister who understands the importance of the arts to express and deepen our faith. We seek a minister whose faith-driven passion for equality, diversity, and inclusion of all sorts, for peace with justice, and for the basics of humanly decent living is not a warm sentiment but a call to action and ecclesiastical leadership.

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

The minister has broad responsibility for the entirety of the church's life and operations.

The minister leads the congregation in life and in worship, supervising a staff of 12, moderating the Session, and serving as the face of the church in the community, focusing on:

- Preaching; our congregation expects to be taught and challenged weekly, leaving Sunday worship thinking and motivated to act on Jesus' vision for the Christian life. We believe that a strong faith asks questions.
- Strategic leadership; casting a vision and leading the church toward the realization of a greater vision individually and collectively. The minister will have the ability to inspire stewardship and legacy giving.
- Communication; of our mission to be an inclusive community of faith, committed to excellence



in worship, music and the arts, education, and outreach. The minister is expected to have a strong and visible presence in the community.

- Pastoral care; teaming with our associate ministers, not only supporting individual members, but also mentoring lay leaders.
- Administration; managing the church's varied and extensive operations and programs.

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*) Please note the CLC system does not warehouse links. (Limit characters to 500)

www.chestnuthillpres.org

www.chestnuthillpres.org/pnc



*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.	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.
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			



	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.		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.
	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.	X	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.		
INTERPERSONAL 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.	X	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 support system.		

***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 \$90,000

Maximum **Effective** Salary

\$115,000

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 Alison Rudolf

Address 6141 Creekside Drive, Flourtown, PA 19031

Phone Numbers 215-588-3981

Relation New member

E-mail alisonrudolf@verizon.net

Name David Thornburgh

Address 491 East Gravers Lane, Philadelphia, PA 19118



Phone Numbers 215-242-9683
Relation Longstanding member
E-mail thornburghd@gmail.com

Name Beth Hessel
Address 405 Lodges Lane, Elkins Park, PA 19027
Phone Numbers 215-384-5048
Relation Affiliate member
E-mail bhessel@history.pcusa.org

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

Name Robert Fles and Mark Bernstein
Address 126 East Sedgwick Street
City Philadelphia State PA Zip Code 19119
Preferred Phone 215-801-4719 (Mark)
Alternate Phone 215-983-9604 (Bob)
E-mail Address for PNC Communications (required): pcchpnc@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee

Date

Signature

Clerk of Session

Date

Signature

Presbytery

Date

Signature