

**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 10338
Ministry Name Hope Presbyterian Church
Mailing Address 11512 Olson Drive
Austin, TX 78750
Telephone Number 512-258-9117
Fax Number 512-258-7325
Email info@hopeaustin.org
Web site www.hopeaustin.org

Congregation or Organization Size(Select one)

XXX 401 - 650 members

Average Worship Attendance 228

Church School Attendance: 152

Church School Curriculum: Topical Studies/Bible Studies; Sparkhouse curricula; Group (Vacation Bible School)

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.

0% (0) American Indian or Alaska Native

1% (5) Asian

2% (7) Black or African American (African Native, Caribbean)

2% (8) Hispanic Latino/Latina, Spanish

0% (0) Middle Eastern

1% (2) Native Hawaiian or Other Pacific Islander

94% (410) White

Other _____

Presbytery Mission

Synod of the Sun

Community Type (select one)

XXX Suburban

Clerk of Session Contact Information:

Name Ms. Marie Baker
Address 11512 Olson Drive, Austin, TX 78750
Preferred Phone (512) 970-1755
E-mail clerk@hopeaustin.org

***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>
2-5 Years	Associate Pastor (Youth)

You may also specify the position title (if appropriate)
Associate Pastor for Youth & Young Adults

***Employment Status** XXX Full Time

Is this a yoked congregation? XXX No

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

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

n/a

Language Requirements XXX English

Statement of Faith Required XXX Yes

Mission Statement

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

Invite All to Worship God, Grow in Faith, and Follow Jesus by Serving Others

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. **(Character Count, w/spaces: 1269)**

At Hope, we are a welcoming, affirming Matthew 25 Church. Jesus taught us to be a servant by being a servant himself. As he healed the sick, washed the feet of his disciples, and befriended the outcast, Jesus showed us how we are to treat others. With this in mind, our church has committed ourselves to being a Matthew 25 (M25) church. PC(USA) launched a mission initiative embracing the six acts of righteousness with a commitment to build congregational vitality, dismantle structural racism, and eradicate systemic poverty. As an M25 church, these are our commitments. We have also committed to living into not only Welcoming the Stranger, as an element of M25, but actively engaging with and inviting members of our surrounding community's LGBTQIA+ community. The core of Hope's outreach and engagement is to actually invite ALL, regardless of race, ethnicity, nationality, sexual preference, or gender identification to come and worship God, grow in faith, and follow Jesus by serving others as their authentic selves, wherever they currently are on their faith journey. These two visions of ministry guide our church's organizational and governance structure, outreach and evangelism activities into the surrounding communities, and Christian Education program.

2. How do you feel called to reach out to address the emerging needs of your community or constituency? **(Character Count, w/spaces: 1443)**

Hope is an active suburban church whose governance structure is arranged to most effectively and efficiently support our Mission, M25 activities, and *Invite ALL* vision. Besides the "usual" bodies governing congregational care, worship and music, stewardship, maintenance, and administration, we have the following:

- **Hope Children's Center (HCC).** HCC is a pre-school run on church grounds an enrollment of ~120 children. HCC Committee provides management and oversight, guiding the Director and Staff in the execution of their duties.
- **Christian Education (CE) Commission:** Manages and guides Hope's CE activities through scriptural-based teaching for all levels and at various stages of faith journeys. Hope conducts a pre-worship Bible study, a post-worship CE course, a lay-led Wednesday morning Bible study, and a Pastor-led Thursday evening CE class.
- **Outreach Commission:** Composed of Service and Evangelism Committees, coordinates all outwardly-focused engagement efforts, including the allocation/distribution of

dedicated time, talents, and treasures, utilizing a M25 centered framework, which includes support to PC(USA) and Mission Presbytery.

- **Generation to Generation (G2G) Committee.** Oversees a permanent endowment fund that disburses ~\$75k annually through a grant request process, 25% of which are targeted for service-oriented requests.
- **Stephen Ministry:** In addition to our strong Deaconate, we have a strong Stephen Ministry.

3. How will this position help you to reach your vision and mission goals? (**Character Count, w/spaces: 1404**)

The pandemic has provided us with an opportunity to reimagine a Youth & Young Adult program which might better serve those in our broader community by taking advantage of new initiatives and ministries at HPC, such as our M25 and *Invite ALL* commitments. Indeed, over the last 18 months, our leadership has come to realize that a “traditional” Youth & Young Adult program, which typically focuses on a 2–3-hour block on Sunday evenings of Bible study and fellowship with a one-week long out of area Mission Trip, may not be the best way to reach and serve our youth and young adults. We are in the process of reimagining a program that aligns better with our service and mission aspirations under M25, seeks to conduct off-campus service activities on a regular basis, mixed with Bible study that reinforces the six tenets of Jesus’ M25 commands, with a central focus of a meaningful and impactful Mission/Service trip. Additionally, the reimagined program will make reaching out to youth who are members of the LGBTQIA+ community and inviting them to participate in the program (as well as be served by it, as appropriate) one of its central tenets. This new Youth & Young Adult program will also leverage on-going service/mission programs currently conducted by HPC, which will bring greater participation in the program by adult members of the congregation and increased cross-generational experiences.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. (**Character Count, w/spaces: 1473**)

Our ideal candidate would possess the following:

- **Interpersonal Skills:** Engages people positively, with a demeanor of hospitality and optimism.
Can lead others, is an active listener, and is receptive to constructive feedback.
Productively resolves interpersonal conflict, should it arise.
- **Affirming and Welcoming of All:** Demonstrates authentic desire to not just welcome all, but to reach into the community and engage with and invite all of God’s children, be they members of the LGBTQIA+ community or the diverse racial and ethnic community surrounding our church.
- **Communication Skills:** Demonstrates ability for effective and timely communication with church staff, session, and congregational leaders through clear and effective skills in articulation of ideas through writing and public speaking.
- **Planning Skills:** Is punctual to work and meetings and stays on task. Able to maintain a calendar and coordinate and complete multiple tasks in a timely manner.

- **Team Skills:** Accepts role as part of a staff team that works together for the benefit of the overall ministry of the church.
- **Spiritual and Professional Maturity:** Willing to continue education and improve professional knowledge and skills. Desires to read and study for professional growth and to participate in professional peer groups as appropriate to both advance their own knowledge and professional skills and abilities, but also to advance the mission and standing of the church within the community.

5. For what specific tasks, assignments, and programs areas will this person have responsibility?
(Character Count, w/spaces: 1429)

Generally, the Associate Pastor will have responsibility for:

- **YOUTH & YOUNG ADULTS MINISTRY (Primary):**
 - Provide Vision & Leadership for the Youth & Young Adults Ministries
 - Develop a M25-centered program that incorporates elements of the *Invite ALL* vision
 - Build relationships with the youth and youth advisors by organizing and participating in activities scheduled at times other than Sunday morning.
 - Work with youth advisors to organize Youth Fellowship activities.
 - Produce monthly Youth Ministry Newsletters and event reminders
 - Manage the calendar and all events in conjunction with Youth Sponsors, Youth Council and the CE Commission.
 - Plan and lead retreats and mission trips for youth by preparing youth to be active in a church culture of mission.
 - Oversees the design and implementation of Youth Ministry Leadership Sunday
- **PASTORAL and ADMINISTRATIVE (Secondary)**
 - Provide Spiritual Nurture for the Youth & Young Adults
 - Develop Lay leadership
 - Preaches, leads worship in coordination with the Senior Pastor and music ministry.
 - Share hospital and home visits with staff and deacons as assigned.
 - Counsel members in time of emotional, physical, spiritual crisis or bereavement.
 - Supports and work in coordination with the ministerial and administrative staff and the congregational volunteers.
 - Attend monthly Commission and Council meetings; monthly Session meetings; weekly Staff meetings; Presbytery meetings.

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)

***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER			
	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.	X	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.
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.		
COMMUNICATION			
X	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.		
ORGANIZATIONAL LEADERSHIP			
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.
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	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.	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	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.		

***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 \$46,000
Maximum **Effective** Salary \$51,000
Housing Type XXX Housing Allowance

***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? XXX Yes

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 Kate McFarland
Address 509 Travers Circle, Apt C, Mishawaka, IN 46545
Phone Numbers (512) 431-1518
Relation Alum of Hope’s Youth & Young Adult Ministry
E-mail katandthehat27@gmail.com

Name Ms. Amanda Molina
Address 10610 Salt Mill Hollow, Austin, TX 78750
Phone Numbers (512) 428-3700
Relation Current Principal, Anderson Mill Elementary School
E-mail amanda_molina@roundrockisd.org

Name Laci Goocher
Address 3202 Winged Elm Dr, Cedar Park, TX 78613
Phone Numbers (512) 966-1987
Relation Current Youth Elder, W&M Commission Member
E-mail lacigoocher@gmail.com

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

Name Ms. Jocelyn Stebbins
Address 16511 Jadestone Dr, Leander, TX 78641-3045
Preferred Phone (512) 966-3354
E-mail Address: jocelynstebbins@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature