



**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 09633 \_\_\_\_\_

Ministry Name Morrisville Community Church \_\_\_\_\_

Mailing Address 3824 Swamp Rd. , PO Box 178 \_\_\_\_\_

City Morrisville \_\_\_\_\_ State New York \_\_\_\_\_ Zip Code 13408

Telephone Number (315) 684-3314 \_\_\_\_\_ Fax Number \_\_\_\_\_

Email [morrisvillechurch@frontiernet.net](mailto:morrisvillechurch@frontiernet.net) \_\_\_\_\_

Web site [www.morrisvillechurch.org](http://www.morrisvillechurch.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** \_\_\_\_\_ 30 to 40 \_\_\_\_\_



**Church School Attendance** Adult (4), Children (5)

**Church School Curriculum** TeachSundaySchool.com

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
- Asian
- 2   Black or African American (African Native, Caribbean)
- Hispanic Latino/Latina, Spanish
- Middle Eastern
- Native Hawaiian or Other Pacific Islander
- 98   White
- Other \_\_\_\_\_

Presbytery Cayuga-Syracuse Synod Northeast

**Community Type (select one)**

- College                    x        Rural                           Suburban
- Small City                     Town                             Urban
- Village                           Recreation                     Retirement
- N/A

**Clerk of Session Contact Information:**

Name Connie Shepard  
 Address PO Box 264, 20 Cambridge Ave.  
 City Morrisville State New York Zip Code 13408  
 Preferred Phone 315-243-6740 Alternate Phone \_\_\_\_\_  
 E-mail curlerlady13408@yahoo.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
	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
<u>No Experience</u>	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                      x\_\_\_\_\_ Part Time                      \_\_\_\_\_ Open to Either  
\_\_\_\_\_ Bi-vocational (able to provide employment through outside partnership)

**Is this a yoked congregation?**    x\_\_ No    \_\_\_\_\_ Yes

(If yes, please complete the Yoked Congregation Detail Form.)

**Clergy Couple** (Are you open to a clergy couple?) Yes \_\_x\_\_\_\_                      No \_\_\_\_\_

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

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

**Language Requirements**

<input checked="" type="checkbox"/> 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**    \_\_x\_\_ Yes                      \_\_\_\_\_ No

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**Mission Statement**

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

**“To glorify God in worship and serve Jesus Christ by understanding and effectively responding to the spiritual, physical, and social needs of Morrisville and the surrounding 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 be a Welcoming church where God's Word is presented in fresh and relevant ways that encourages our faith, our spiritual growth, and our discipleship in the Morrisville village and surrounding area.

Our church, located in the beautiful rolling hills of central New York, without the guidance of a pastor since 2014, has, with God's help, been living out our vision by:

- Preaching God's Word each Sunday by guest pastors or members of our congregation.
- Leading Bible Study in both Adult and Children's Sunday School classes.
- Providing baptisms, funerals and weddings for members and the community.
- Facilitating both women's and men's annual retreats.
- Celebrating fellowship and welcome to all with a Coffee Hour each Sunday and with a monthly Soup Sunday held after the worship service.
- Reaching out to help feed God's people in our community by coordinating and managing the Morrisville Food Pantry in cooperation with the Food Bank of Central New York, as well as observing Hunger Sunday once a month where we forgo the "treats" of Coffee Hour and collect donations for the food pantry.
- Filling the need for affordable clothes in our community and surrounding area through our Clothes Basket, an out reach created and managed by our Presbyterian Women.
- Continuing with all the many activities that reflect the work of the congregation. For example, the Deacons' care of sick and homebound by visitations, rides and meals.

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

We are called to reach out to address needs of our community and constituency by:

- Opening our church—due to the fact that our building is the largest in the area—for community events such as the Red Cross Blood Drives, the Special Supplemental Nutrition Program for Women, Infants and



Children (WIC), the Annual Morrisville Christmas Program, and to other denominations to use for their sacraments.

- Leading several Sunday services during the year at the Crouse Community Center a local senior living acute care rehabilitation center.
- Looking for ways to improve and expand our outreach to the community. One example of this is incorporating contemporary music into our Sunday Services along with the traditional hymns.
- Supporting through the leadership and coordination of our Presbyterian Women's Ministry Team many local, area, and churchwide programs and missions such as: Camp Look Out at Bradley Brook; The Thea Bowman House, a domestic abuse support and living center, Utica, NY; and churchwide missions through Church World Services.
- Providing meeting places for such groups as Ethel's Needlers, a group open to all women from the church and community who meet weekly in a fellowship of needle work; and a monthly Book Discussion group, which is also open to all.
- Taking part—at present on a limited level but knowing in our hearts we need to do more—in the ecumenical outreach program, The Friendship Inn, that works out of St. Joan's Catholic Church.

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

Our church is located in a small rural village of approximately 2500 residents with an additional 5500 in the surrounding area.

The overall demographics has shifted slightly from a predominantly senior population to seeing a small growth, particularly in the village, in young families. In recent years the Amish have increased in number in the farming area surrounding the village. Within these changing demographics, we have been quite active addressing the needs of our congregation and the community.

In light of these ever-changing demographics as we move forward with our ministry, a pastor can be of great service by:

- Giving spiritual and emotional support to our congregation through the Word and deed.
- Being a helper and a guide who works with us in advancing our ministries.
- Providing our congregation and community with a feeling of permanence that our church is viable. Thus, ensuring our members and the community that we are an entity, willing and able to fulfill their needs.



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

- We desire an open communicator who proclaims God's word to fit into today's ever changing modern world; is willing to teach and strengthen the community in God; and is firm in his/her belief, yet open minded to an exchange of ideas.
- We desire a compassionate spiritual leader who is an attentive listener and will provide spiritual guidance, assisting us in improving the programs and services already succeeding, as well as, assisting us in creating new programs and services for the congregation and community.
- We desire a positive dynamic speaker who will draw people out of their homes on a frigid winter morning to share faith and fellowship with us.
- We desire a pastor who serves as the face of the church and is willing to be visible in the community.

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

We desire a pastor who will lead, teach, guide and inspire us in all areas of the church.

Specifically, we are looking for someone to partner with us who:

- Will regularly lead the worship services.
- Will be willing to perform weddings and funeral services for members and non-members.
- Will provide emotional and spiritual support for the congregation.
- Will be a person who will guide us in our outreach and discipleship.
- Will teach and develop leadership in Christian Education in both Adult Bible Study and Children's Sunday School.
- Will assist in Pastoral Care of the sick and homebound.

In closing, we are a living, breathing, active and dynamic church who, in spite of not having a pastor, continues to serve God and the community both spiritually and physically. We are excited about what we can become, where we can go, and what we can do with the right leadership, inspiration, and guidance.



### **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.morrisvilleney.com](http://www.morrisvilleney.com)

[www.morrisville.edu](http://www.morrisville.edu)

Morrisville Community Church PCUSA Facebook





## \*LEADERSHIP COMPETENCIES

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>			
	<b>Compassionate</b> – 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	<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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	<b>Spiritual Maturity:</b> 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.
	<b>Lifelong Learner</b> – 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.		<b>Teacher</b> – 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.
<b>COMMUNICATION</b>			
	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
x	<b>Public Communicator</b> - 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.		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		



### ORGANIZATIONAL LEADERSHIP

x	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
x	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.		<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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	<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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.
	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
	<b>Interpersonal Engagement</b> - 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.		<b>Bridge Builder</b> – 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	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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
X	<b>Initiative:</b> 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.	X	<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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 \$ 30,000 Maximum *Effective* Salary 35,000

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 Harvey Sindima \_\_\_\_\_

Address 101 Eaton Street, Hamilton, New York 13346 \_\_\_\_\_

Phone Numbers cell – (315)825-5838 work – (315)228-7698 \_\_\_\_\_

Relation Pastor \_\_\_\_\_

E-mail hsindima@colgate.edu \_\_\_\_\_

Name Bill Porter \_\_\_\_\_

Address 811 South Manlius Street, Fayetteville, New York 13066 \_\_\_\_\_

Phone Numbers (315) 637-3792 \_\_\_\_\_

Relation - Ruling Elder and he is frequent pulpit supply \_\_\_\_\_

E-mail cwporter0076@yahoo.com \_\_\_\_\_



Name Norma Galbreath  
Address P.O. Box 173, 2 Marshall Heights, Morrisville, New York 13408  
Phone Numbers (315)684-3623  
Relation Church Member  
E-mail galbrin@yahoo.com

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

Name Pathrik L. Olsson (co-chair)  
Address 4566 Whitman Road  
City Canastota State New York Zip Code 13032  
Preferred Phone (315)430-8818  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): pat.olsson@yahoo.com

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee Mark J. Shepard Co Chair Date 5-4-18  
*Signature*

Clerk of Session Cornie Shepard Date 5-4-18  
*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*