



PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
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[www.pcusa.org/clc](http://www.pcusa.org/clc)

### MINISTRY INFORMATION FORM

Ministry ID 5072

Ministry Name First Presbyterian Church of Haddonfield

Mailing Address 20 Kings Highway East

City Haddonfield State NJ Zip Code 08033

Telephone Number (856) 429-1960 Fax Number (856) 795-1502

Email support@haddonfieldpres.org

Web site www.haddonfieldpres.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 197





**\*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+	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) Senior Pastor / Head of Staff

**\*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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other <u>none required</u>			

**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"/>	<input type="checkbox"/> Other

Statement of Faith Required  Yes       No

**Mission Statement**

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

First Presbyterian Church is a home for your heart. We honor and care for all people, acting as family in Christ. We are open and welcoming, supporting all people wherever they are in their faith journey. We provide opportunities for spiritual growth and fellowship through worship, study, and prayer. We reach beyond our walls to share the good news of Christ's redeeming power and to help those in need of our community and our world.

Revised 3/2016



## NARRATIVE QUESTIONS

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

[Please see following pages for narrative questions responses]

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
3. How will this position help you to reach your vision and mission goals?
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

### 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)

<https://www.youtube.com/watch?v=Z9QzRG0JnVs>  
<https://onrealm.org/FirstPresbyter11244/SignIn?ReturnUrl=%2FFirstPresbyter11244>  
[www.haddonfieldpres.org](http://www.haddonfieldpres.org)  
<https://6abc.com/ash-wednesday-lent-2021-philly/10346396/>  
[www.facebook.com/FirstPresbyNJ/](https://www.facebook.com/FirstPresbyNJ/)  
[www.haddonfieldnj.org](http://www.haddonfieldnj.org)  
[www.collingswood.com](http://www.collingswood.com)  
[www.visitphilly.com](http://www.visitphilly.com)  
<http://www.presbyteryforsouthernnj.net>

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

**OUR CHURCH VISION STATEMENT: Hearts Open to Christ – Doors Opening to His World**

We are a caring and compassionate congregation both inside the church and when we venture to Camden or Kentucky or Guatemala or to the house of a neighbor, always with the goal of helping and uplifting others. We are believers in the old saying of not just preaching a sermon but living one. Inside we are a place of adults and children singing and ringing in our powerful music program, young students learning the Bible and feeling God's love through their teachers (in our Sunday school and our church pre-school) and adults and youth being guided in their faith journeys.

The pandemic has forced us to reimagine our ministries while addressing the added hardships the pandemic has created for many. In a powerful ritual, church members drove to the church after the streaming of worship services on Sunday morning to drop off food for a clinic in Camden. Baptisms were performed outdoors, our pastors planned a "drive-thru" giving of ashes on Ash Wednesday, choirs rehearsed via Zoom, our Minister of Music created virtual films to enhance the streamed worship services and church members ran Bible studies/book groups on Zoom. Our Session, Deacons and other committees continued their work by meeting via Zoom and our pre-school adapted by a creative use of outdoor spaces. These are among the ways we have tried to continue living out our vision during this difficult time.

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

Our Mission Study produced two top priorities:

- Develop ways to reach people and incorporate them into the life of the church.
- Develop ministries to heal those broken by life's circumstances.

Our church has evolved from an internal to an outward focus. Where our mission focused in the past on providing primarily financial support, we now see members seeking more "hands-on" opportunities in the broader community.

Our congregation has accepted the PC-USA's invitation to follow Jesus' teachings in Matthew 25. We believe that the Matthew 25 Church motto, "We are saved to serve," aligns with our congregation's desire to apply faith to life in the form of social advocacy and currently focusing on dismantling structural racism.

Our youth ministry has set an example of this outreach by allowing non-church youth to join our mission trips. Our preschool serves hundreds of families, and brings them into our church home. While we continue to live up to our mission statement, providing a warm and welcoming worship environment where people can grow spiritually no matter where they are in their faith journey, the congregation seeks even more connectedness, more opportunities to get involved and more ways to support each other.

The pandemic has hampered opportunities to welcome new folk into our midst. However, we have responded proactively by keeping church services as normal as possible and maintaining engagement with the ministries we support.

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

We have been blessed with robust preaching and multiple opportunities for faith development, from our youngest members to the adults. Classes, Bible studies and other spiritual opportunities abound. We want this to continue to flourish and grow. We are a caring faith community that reaches out to serve those in need beyond our walls. We want a Senior Pastor who can be a catalyst, working with and alongside our Associate Pastor, encouraging more members to be involved in the many opportunities here at First Presbyterian. We want a Senior Pastor who can and will encourage people to volunteer.

Our church is seeking a senior leader whose preaching, teaching and compassionate guidance will enable our members to deepen and live out their faith, discern their gifts for ministry and service, and boost their connectedness. It will also be important for the Senior Pastor to provide strong leadership to church staff and lay leaders.

We would like a Senior Pastor who grasps our vision statement, "Hearts open to Christ - doors opening to His world," and helps us broaden our horizons. One who encourages us to take our faith and our beliefs out into the world and share it with all whom we come across.



***4. Provide a description of the characteristics needed by the person who is open to being called to this congregation***

There are attributes of both current pastors that are very positive and affirming for our congregation, and we believe it will be important for us to continue to be guided by a Senior Pastor who:

- is an effective preacher and worship leader who can inspire from the pulpit;
- is spiritually mature, demonstrates integrity and moral character, and can articulate a clear and consistent theology;
- has the consistent ability to build solid relationships of trust, and can engage people in working together to develop goals, execute plans, and deliver results;
- is an advisor to whom congregants can turn for counsel and guidance, and a bridge builder who works to connect people of different opinions and worldviews;
- is a gifted administrator, who can help congregants discern their gifts and then delegate responsibilities effectively;
- is a "people person" -- displays warmth, compassion and acceptance;
- is a strong proponent of justice and advocacy and wants to work to bring God's peace to our world;
- is strategic and visionary -- has the ability to lead the church through times of chaos and complexity, and can plan effectively for the future;
- is knowledgeable about policy and procedure and knows how to get things done;
- is an enthusiastic advocate in seeking out new members.

***5. For what specific tasks, will this person have responsibility assignments and program areas:***

Historically, we have been a “clergy-focused” church and have expected our pastors to take primary responsibility for most aspects of church life. However, we are evolving into a church where laity is taking on more responsibility for things such as caring ministries, program development, education, justice and advocacy work and property management. We believe that the Senior Pastor will be involved in study groups, classes and activities that promote personal connections and spiritual growth for all age groups within the congregation. We would like guidance from our Senior Pastor to engage more of our congregation in order to nurture and enhance our relationship with Christ. Specifically, we would like the Senior Pastor to help us grow our membership and discern their spiritual gifts so that we can compassionately contribute to and strengthen the overall spiritual direction of the church and the community. Finally, we would like the Senior Pastor/Head of Staff to cultivate engagement at all levels by way of bridge-building. In addition, the Senior Pastor will be responsible for the following:

- Worship leadership
- Supervision of church staff
- Pastoral care
- Vision and strategic planning
- Funds developer
- Administration, including church finances and property management
- Giving and spirituality
- Increasing membership



**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
	<p><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.</p>	<p style="text-align: center;">X</p> <p><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.</p>
X	<p><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.</p>	<p style="text-align: center;">X</p> <p><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.</p>
	<p><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.</p>	<p><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.</p>
<b>COMMUNICATION</b>		
	<p><b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p><b>Bilingual</b> -- having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
	<p><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.</p>	<p><b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
	<p><b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	



**ORGANIZATIONAL LEADERSHIP**

X	<p><b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p><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.</p>
	<p><b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p><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.</p>
	<p><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.</p>	<p><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.</p>
	<p><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.</p>	<p><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.</p>
	<p><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.</p>	<p><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.</p>
X	<p><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.</p>	<p><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.</p>
	<p><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.</p>	<p><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.</p>
X	<p><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</p>	





### \*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. Dr. Debby Brincivalli  
Address 1701 Sycamore Street Haddon Heights, NJ 08035  
Phone Numbers (856) 547-5100  
Relation Executive Presbyter - Presbytery for Southern NJ  
E-mail revdeb@presbyfsnj.net

Name Rev. Dr. Wayne Zschech  
Address 204 Wayne Avenue Haddonfield, NJ 08033  
Phone Numbers (856) 419-7852  
Relation Pastor of the Lutheran Church of Our Savior  
E-mail wzschech@yahoo.com



Name Rev. Laura Colee  
Address 2866 Mercer Street Philadelphia, PA 19134  
Phone Numbers (309) 830-4336  
Relation former Interim Associate Pastor and Director of Christian Education  
E-mail laura.colee@gmail.com

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

Name Margaret Sell  
Address 19 East Pine Street  
City Audubon State NJ Zip Code 08106  
Preferred Phone (609) 922-3627  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): msell492@gmail.com

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*

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