



**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 _____
Ministry Name The Brick Presbyterian Church in the City of New York
Mailing Address 62 East 92nd Street
City New York State NY Zip Code 10128
Telephone Number 212-289-4400 Fax Number 212-996-7078
Email pnc@brickchurch.org
Web site www.brickchurch.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 350



Church School Attendance 237

Church School Curriculum Wee Believe, Spark, Faithfully Asking Questions

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

 3 Asian

 1 Black or African American (African Native, Caribbean)

 1 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

 96 White

Other

Presbytery New York City Synod Northeast

Community Type (select one)

 College Rural Suburban

 Small City Town X Urban

 Village Recreation Retirement

 N/A

Clerk of Session Contact Information:

Name Mario J. Verdolini

Address 62 East 92nd Street

City New York State NY Zip Code 10128

Preferred Phone 212-450-4969 Alternate Phone

E-mail mario.verdolini@dpw.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
10+	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

<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 Yes _____ No

Mission Statement

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

The fundamental mission of The Brick Church is to respond to the word of God as found in the Old and New Testaments. The Brick Church must continue its historic mission to lead, inspire and enable the public worship of God in the Presbyterian tradition in the city of New York. Our response can be witnessed in the transformed lives of our members as we celebrate the Good News proclaimed by Jesus Christ. We are committed to supporting spiritual development, Christian education and witness to our community, which will be evidenced on a daily basis not only among church members but also in our outreach to the broader 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.

The Brick Church is a 250 year-old congregation with a worship tradition that spans generations, a strong presence in our city and nation, and a history of inspiring sermons and beautiful music. Our members represent a surprising breadth of faith journeys and theological views; we are open-minded and eager to grow and diversify our church.

Our recent Mission Review reaffirmed that Brick Church plays a transforming role in our lives; we view our church as an extended family. Our vision is that God will transform us by grace into a mutually supportive, ever more loving community and deepen our individual and communal relationship with God and God's church. We seek a Senior Pastor who will help us share the gospel of Christ through worship, education, fellowship and mission.

Worship is the core of our communal life. Our Sunday morning service is formal and includes exceptional music. Our midweek service is less formal, with a volunteer, multi-generational choir. We livestream our Sunday service and hope to add worship opportunities to be more accessible to the people of our changing city.

We seek to engage and educate members of all ages. A core tenet of our ministry is to serve families and children; our highly respected Day School adds diversity and contributes greatly to the overall health of the church.

Our annual benevolence of ~\$1.4m is matched by countless service hours of outreach ministry as we strive to follow Christ's commandment to 'love our neighbors as ourselves.'

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

Brick Church is a small, close-knit community within a large city. While we aspire to draw members from across the city, many members live near church. We see fellow church members and our pastors not just on Sundays, but throughout the week in our neighborhood. Our multi-generational members



are hopeful, faithful, engaged, and energetic; our new Senior Pastor must share these qualities and embrace being an active part of our community.

- Through inspired leadership, we wish to strengthen the spiritual vitality of our members. We are eager for thought-provoking sermons that energize us to be better servants of Christ.
- We have a large endowment and a generous congregation, yet we need to continually find ways to ensure we protect the longevity of the church through improved stewardship.
- We strive to expand our membership and extend our reach into our community.
- We hope to grow our schedule of worship, outreach and fellowship activities, and communicate a welcoming message to all.
- We are a compassionate congregation with a desire to nurture people at every stage of their life.
- The church must continue our successful relationship with the Day School, an integral part of the Brick Church.
- We want to encourage more small group activities within the church to deepen our relationships with each other.
- We aspire to expand our outreach ministries into areas like East Harlem, where we currently serve and enjoy fellowship with our neighbors at Church of the Living Hope.

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

We are excited and hopeful for our new Senior Pastor to partner with our dedicated, faithful, and energetic community toward our shared goals.

We are a strong church, having just completed a \$16 million capital campaign in 2017. However, over the past three years, we have faced a growing annual operating deficit. Given our fiduciary responsibility, we could not continue to draw on our endowment and have addressed the deficit head on. A special Church and Budget Work Group recently undertook a detailed study of our church finances, resulting in substantial cost reductions, including the difficult decision to eliminate one pastoral position, taking our ordained staff from four to three. Our members supported this decision with an overwhelming congregational vote; we are both flexible and forward looking in the face of challenges.

Although much of the hard work in this area is already complete, our incoming Senior Pastor must help us continue our journey forward in a sustainable, fiscally responsible manner. We must remain focused on stewardship, both with respect to participation and generosity; our Senior Pastor must be an engaged leader of this effort.



Our future also depends on an active plan to attract new members, and we see great potential in our close neighborhoods. Our new Senior Pastor will support these efforts by challenging us from the pulpit with intellectual, relevant and visionary sermons, which will inspire us to respond to God's love in many different ways.

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

We are looking for a disciple of Christ who demonstrates a deep, personal relationship with God and will inspire us to evolve and grow.

We are seeking a Senior Pastor who can preach and write well, who is experienced in the management of mature organizations, and who can embrace perhaps our greatest strength: the wide diversity in viewpoints among our members.

We are looking for someone with creative responses to the new opportunities that we face, both those common to all congregations, and those specific to Brick Church. S/he will have the inclination and capacity to grow, and to grow with, our membership over the many years we anticipate being in service together.

Our Senior Pastor must be an inspirational preacher and teacher with the ability to relate the Word of God to us as we seek to be a more effective witness to Christ's love in this city and the world. S/he will bring sound, intellectual and scripturally rigorous preaching from the pulpit. We seek relevance and reverence in our worship, without a narrow political point of view. We respond to well-articulated and supported ideas in a sermon; we do not want to be told how to vote or what to think, but rather to be challenged as we struggle with ethical and other issues.

S/he must have strong executive abilities and be comfortable delegating, managing staff, and making decisions.

We need someone who is comfortable and effective communicating our stewardship needs, both theologically and practically.

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

Responsibilities include:

- Lead inspiring and intellectually challenging worship with an emphasis on compelling preaching and teaching



- Nurture the growth of a sophisticated urban congregation in commitment, compassion, spirituality, and community service
- Support stewardship with direct involvement and leadership
- Provide pastoral care to the congregation and staff
- Manage and mentor a large staff, including other clergy, a church administrator, building manager, minister of music, and other staff members
- Foster a strong and significant working relationship with the Brick Church Day School and its Director
- Moderate the Session, and attend Trustees' meetings
- Inspire and guide the many formal and informal groups and committees that carry out the work of Brick Church, including but not limited to the Women's Association, Deacons, Bible Studies, Men's Council, Ushers and Greeters, Prayer Shawl Ministry, Women's Circle, and occasionally participate in children and youth programs
- Regularly attend Coffee Hour after Sunday worship
- Participate in the activities of the Presbytery of New York
- Be an active presence and spiritual leader within our community

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)

2018 Annual Report Link:

<https://www.brickchurch.org/wp-content/uploads/2019/04/01-ar2018-REVISED.pdf>



*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
	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.	x	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.
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.
	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.
	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	<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>	x	<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>
	<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>
	<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>		<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 \$ 170,000

Maximum *Effective* Salary \$ _____

Housing Type Manse

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. Dr. Scott Black Johnston
Address Fifth Avenue Presbyterian Church, 7 West 55th Street, New York, NY 10019
Phone Numbers 212-247-0490 ext 3000
Relation Neighboring Minister
E-mail skelley@fapc.org

Name Sharon Davison
Address 444 Central Park West, Apt 5C, New York, NY 10025
Phone Numbers 917-952-7905
Relation Presbytery Liason
E-mail sdav54@gmail.com



Name Rev. Dr. Jon M. Walton
Address 1900 Marsh Road, Wilmington, DE 19810
Phone Numbers 646-522-7230
Relation Retired Senior Minister, First Presbyterian Church in the City of New York
E-mail jonmaxwal@gmail.com

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

Name Pamela J. Dickson-Thorpe
Address 1361 Madison Avenue, Apt 4E
City New York State NY Zip Code 10128
Preferred Phone 917-650-3708
Alternate Phone 212-426-6667
E-mail Address for PNC Communications (required): pnc@brickchurch.org

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature