



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
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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 apnc@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



***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)
5-10 years	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 mission to lead, inspire and enable public worship of God in the Presbyterian tradition in New York City. 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 is evidenced daily, 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.

Brick Church is a 254-year-old congregation with traditions spanning generations, a strong presence in our city and beyond. Our history includes inspiring sermons, glorious music, and robust Sunday Schools. Our members represent a surprising breadth of faith journeys and theological views; we are open-minded and eager to grow a diverse church.

Our Mission Review reaffirmed that Brick changes lives; our deep fellowship with one another results in strong personal connections that sustain us on our journeys. We believe God transforms us by grace into a faithful and loving community. We seek an Associate Pastor who will help share the gospel of Christ through worship, children's ministry, pastoral care, and new member growth.

Worship is the core of our communal life--Sunday morning service is formal with exceptional music; our midweek evening service is less formal, with a volunteer choir. Our live-streamed Sunday service is enriched by an active chat box conversation. We want to increase in person and streaming opportunities to be ever more accessible. A core tenet of our ministry is to serve families and children of all ages. From our beloved baptism services to our energetic Sunday School program, we embrace all of God's children in our church life. Our highly respected Day School adds diversity and contributes greatly to the church's vitality. Annual benevolence of \$1.7MM is matched by countless hours of in and outreach ministry as we 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 close-knit, multi-generational, family-oriented community within a large city. In the Presbyterian tradition, it includes an active and highly sought-after Day School, where ~25% of student families are Brick members. Known for its religious, ethnic, and cultural diversity, the Day School attracts families from all over the city.

We are hopeful, faithful, engaged, energetic; our new Associate 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 integrated mission work and programming, active in and outreach that inspires us to be better servants of Christ
- We strive to expand our membership and extend our reach into our community through initiatives that lead us to identify and engage new members
- We hope to be welcoming to all who enter our church providing opportunities to serve and participate in fellowship activities
- We are a compassionate congregation desiring to nurture people at every stage of life
- We seek to deepen our successful relationship with the Day School by coordinating children's ministries, managing our active Sunday Church School, and creating outreach opportunities with non-church members of the Day School
- 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 first and foremost a loving community. Our love for God and each other manifests itself in our many programs of in and outreach to our community. We are excited to find a leader who will collaborate with our new Senior Pastor and program staff to guide our vision and strategy during this period of opportunity and rebirth in our city, our community, and our church.

Our membership is strong, active, and enthusiastic. Our Mission Review highlights goals of improved communication and open dialogue, spiritual strengthening, developing greater opportunities to serve and demonstrating a more welcoming approach. We are searching for a leader to help strengthen our connections to God, to Brick Church and to each other using their strong interpersonal skills, experience with pastoral care, children's ministries and new member development and engagement, and can use their knowledge of media and technology to support these missions. We are looking for an Associate Pastor who will work together successfully with the many diverse areas within our church and with our community partners to strengthen our fellowship, share ideas and best practices, and help us grow in our relationship with God and each other.

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 person who demonstrates a deep, personal relationship with God, and is a warm and caring person with a heart for pastoral care. S/he must be skilled at organizing congregational care effectively and implementing programming to meet the needs of our elderly community as well as the needs of our young families, single adults, and empty nesters.



The ideal candidate will exhibit a love for children and their spiritual growth, excellence in teaching and be an organized, creative team player comfortable working with diverse constituents. S/he must have experience in developing programming for children and families who are already church members as well as non-member Day School families.

We are seeking an Associate Pastor who is experienced in developing strategies to attract new members and can deepen the relationship between parents of our school and the church and who can embrace families with a wide diversity in viewpoints and interfaith relationships. S/he must have strong communication and technology abilities and be comfortable using all methods of electronic, as well as traditional forms of communication, to reach the wide age range of our congregation. S/he should preach without a narrow political point of view. We respond to well-articulated and supported ideas in sermons based on God's Word as revealed in Scripture; 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 spiritual issues.

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

Pastoral Care

- Develop a vision for pastoral care, by defining the needs of our members, execute/manage programs to meet those needs relevant to each age group working with staff and members; maintain an organized tracking/communication system
- Oversee Board of Deacons in conjunction with our other Associate Minister
- Oversee church's prayer ministries

Children's Ministry

- Plan, implement, supervise all aspects of the Sunday Church School education program for 250 children, including working with children's music ministry; supervise administrative staff support
- Lead children's events throughout the year, including Communion and Worship classes
- Collaborate with Children's Ministry Committee

New Member Engagement & Evangelism

- Develop programs/activities to attract new members and engage all members more deeply in the life of the church, including those who are no longer active
- Lead new member orientation process, working closely with the Senior Pastor and staff
- Create programs to draw neighborhood non-members into the life and community of the church



Other Responsibilities

- Work with Senior Pastor and lay leaders to create/guide the vision and strategy for the church
- Support Senior Pastor to ensure proper administration of the church
- Participate in Worship/Sacraments; preach ~8 Sundays per year
- Participate in all Session meetings; represent Brick at all Presbytery meetings
- Teach Adult Ed or Bible Study as needed
- Preside over funerals and weddings as requested

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.brickchurch.org/wp-content/uploads/2021/05/01-ar2020_VF_ADD_051821.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.
	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.	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.
COMMUNICATION		
	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.)
X	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.	X	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.		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.		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.
	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
X	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.	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.
	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 \$ 120,000 Maximum *Effective* Salary _____

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 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 Lauren Stahl

Address 4417 Bordeaux Avenue, Dallas, TX 75205

Phone Numbers 646.382.4355

Relation Former Brick Church Member – Moved out of Town

E-mail luluwats@yahoo.com



Name Pastor Ruben Nuno

Address Church of the Living Hope, 161 East 104th Street, New York, NY 10029

Phone Numbers 213.864.8384

Relation Leader of one of Brick Church's Mission Outreach Partners

E-mail rubennuno@fuller.edu

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

Name Debbie Seraphim, Chair

Address The Brick Presbyterian Church, 62 East 92nd Street

City New York State NY Zip Code 10128

Preferred Phone 917.403.7123

Alternate Phone _____

E-mail Address for PNC Communications (required): apnc@brickchurch.org

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature