



**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 Stephentown Federated Church

Mailing Address Box 10 1513 Garfield Road

City Stephentown State NY Zip Code 12168

Telephone Number 518-733-5813 Fax Number \_\_\_\_\_

Email church@stephentownfederatedchurch.org

Web site www.stephentownfederatedchurch.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 35-40



Church School Attendance 0-3

Church School Curriculum \_\_\_\_\_

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

Presbytery Albany Synod Northeast

**Community Type (select one)**

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

**Clerk of Session Contact Information:**

Name Larry Eckhardt

Address 5168 South Stephentown Road

City Stephentown State NY Zip Code 12168

Preferred Phone 518-733-5137 Alternate Phone 518-573-2565

E-mail kcfcaac@taconic.net FAX 518-733-9405



**\*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>                               |
|----------------------------|--|----------------------------|--|
| x                          | Solo Pastor  | NE                         | 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                                    |
|                            | Pastor (Other Temporary i.e., Supply, Student)   |                            | Finance Manager                                    |
|                            | Pastor, yoked/parish   |                            | Media Specialist                                   |
|                            | Co-pastor  |                            | Communicator                                       |
|                            | Executive Pastor   |                            | Coordinator  |
|                            | Evangelist or Mission Pastor   |                            | Pastor (For Such a Time as This Pastoral Resident) |
|                            | Bi-vocational/Tentmaker  |                            | Youth Director (non-ordained)                      |
|                            | Chaplain   |                            | Other  |
|                            | 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                      1/2 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> | _____ |

**Other** \_\_\_\_\_

**Language Requirements**

|                  |                     |                 |                        |
|------------------|---------------------|-----------------|------------------------|
| <u>X</u> 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?

The object of this federation is to provide opportunity for common worship and to forward religious education and opportunity for Christian service at home and abroad.

The Stephentown Federated Church is a family of God. Our mission involves us as an accepting, caring Christian Fellowship, dedicated to serving the spiritual, emotional and physical needs of our local and extended community.

Our worship and congregation is a place where all people can experience God's love.

Our responsibility is to share our gifts, open our arms and care for all God's creations.



## 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 Stephentown Federated Church is a church in which the Stephentown Presbyterian and United Methodist congregations merged into one congregation and share all resources, including clergy, worship service and facilities. The two congregations federated in 1948. We maintain separate identities, in that each congregation meets separately once a year, each has its own membership list, and elects members to the overall governing boards of the church, the General Committee.

We as a congregation are committed to:

- Serving the spiritual and emotional needs of all participants;
- Providing meaningful worship celebrations for all who attend;
- Providing Christian education opportunities for all ages;
- Serving the needs of the local and extended communities;
- Supporting community and ecumenical outreach;
- Maintaining and improving our church buildings & grounds;
- Practicing stewardship and supplying resources necessary for activities such as dinners, Sunday School, music ministry, and groups;
- Providing leadership that is essential to our congregation.

Our church is known for people willing to give their time, and talents, with a sense of humor, a lively and dedicated congregation respectful and appreciative of diversity.

Our major on-going activities are worship service, Senior Choir, SonShiners (Women's group), Men's Breakfast Group, coffee hours, Food pantry, community dinners, election day luncheon, Newsletter, Facebook presence, church website, the support of a student from South Africa and a meeting place for AA and the Heavenly Quilters.



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

Currently, we have a General Committee that oversees the running of the church. We have two groups under the General Committee umbrella. that are focused on the programs of the church. First the Worship Committee is currently a very active group dealing with the day to day, week to week scheduling decisions about the church. They arrange for guest ministers and work with the guest ministers to provide weekly services and seasonal programming. This includes weekly bulletins, scripture, music, newsletters, face-book and website upkeep. The Search Committee is charged with seeking a new minister and working with Presbytery.

We have a very active SonShiner (women's group) and a men's group that each meet once a month for breakfast before church. At these breakfasts, they determine their programs and their function in helping to keep the church a viable asset in the community through fund raising and outreach to the community.

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

While many of our members have stepped up to the challenge, we still are in need of a trained spiritual leader who can visit with members and let people know that we care about them. Also, it is important to call on members and bear witness to the good news in the gospel.

We need a person to conduct confirmation classes and work with the Christian Ed leadership to rebuild our Sunday School Program and work with our youth.

We need someone who can either provide counselling or direct people to appropriate counselling as needed. This would include family, death, birth, youth, marriage, illness and aging.

We would expect our minister to handle minimal correspondence, and keep track of our record book. We currently have someone that publishes a newsletter every two months. Another person prepares and prints our weekly bulletins for our Sunday Service and two other people do the yearly administrative paperwork.

We allow time and compensation for further studies and spiritual renewal according to the support required of us from the Presbytery. We are willing to discuss these needs with our pastor.



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 biblically knowledgeable, dedicated and professional clergy with a sense of humor, good interpersonal communication skills, good organizational skills and a person who can have a good pulpit presence. The pastor should be able to work with the worship committee on the week to week planning. The pastor should also be able to speak to, and be accepting of the needs of a very diverse congregation, and be able to relate to the needs of our youth, our young adults and our seniors. Our pastor needs to have a clear understanding of what members and particularly young families are looking for in a church.

The Stephentown Federated Church serves a rural area, consisting of several small towns. Stephentown is home to commuters and seasonal residents. Many people in the community work locally or commute to cities in New York and Massachusetts for working and shopping. Some residents are summer or seasonal residents, otherwise living in New York City, Long Island, New Jersey or Eastern Massachusetts. Employed commuters, second home owners and some locally employed people are financially stable, however, some retired or part-time employed residents have limited financial resources.

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

As pastor of the Stephentown Federated Church, the person will be expected to provide spiritual leadership for the church. The pastor will be responsible for conducting all worship services, visiting the sick, and house-bound of the congregation, counselling when the situation arises and providing seasonal studies as desired. Mandatory attendance at all General Committee meeting is necessary along with attendance for the SonShiner's, and Men's Breakfasts. The Sunday School and youth of our church is a priority. It is our hope that the pastor will support us in our efforts to realize our potential as a congregation.

The pastor reports to General Committee monthly and presents calendar items, questions, needs, requests and problems. The Pastoral Relations Committee deals with personnel issues, including, performance evaluations and recommending the pastor's salary. The Worship





Committee assists the pastor with planning and carrying out worship services. The pastor is expected to work closely with the Music Director to plan weekly and special music.

We are an open, welcoming faith community with creative worship and great gathering times. We are committed to serving our community and the world. Our hope and goal is to find a pastor that can support these goals and desires.

### 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.stephentownfederatedchurch.org](http://www.stephentownfederatedchurch.org)

Facebook-Stephentown Federated Church

[www.rensco.gov](http://www.rensco.gov)

[www.townofstephentown.org](http://www.townofstephentown.org)

[www.celebratestephentown.com](http://www.celebratestephentown.com)



**\*LEADERSHIP COMPETENCIES**

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

| <b>THEOLOGICAL/SPIRITUAL INTERPRETER</b> |  |   |
|--|--|---|
| X  | <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.   | <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. | <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>                     |  |   |
| X  | <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.   |
|  | <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.  | X | <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. |
| X | <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.   |   | <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.   |
| X | <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 |
|                                      | <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 \$ 24,848

Maximum **Effective** Salary \$24,848

Housing Type \_\_\_\_\_ Manse

\_\_\_\_\_ Housing Allowance

X \_\_\_\_\_ 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 Susan Schultz

Address 455 Presbyterian Hill Road

Phone Numbers 518-733-5879

Relation Retired Former Pastor

E-mail mongofred@aol.com