

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 15116.AA0**

**Ministry General Information**

<b>Ministry Number</b>	15116
<b>Ministry Name</b>	Hebron United Presbyterian Church
<b>Mailing Address</b>	3153 County Route 30 Salem, NY 12865
<b>Phone</b>	518.854.3729
<b>Fax</b>	N/A
<b>E-Mail</b>	pnc@hebronunited.church
<b>WWW Address</b>	hebronunited.church
<b>Ministry Size</b>	101 - 250 members

<b>Ethnic Composition</b>	
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 1%
	White 98%

<b>Average Worship Attendance</b>	68
<b>Church School Attendance</b>	10
<b>Curriculum</b>	GenOn Ministries/Faith For Life
<b>Yoked</b>	False
<b>Presbytery</b>	Albany
<b>Synod</b>	SYNOD OF THE NORTHEAST
<b>Community Type</b>	Rural

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Solo Pastor
<b>Experience Required:</b>	No Experience
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	True

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	Ordained or Ready for Ordination
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<b>Brief Church Mission Statement:</b>	
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## **Church Leadership Connection**

### **The Call System for the Presbyterian Church (U.S.A.)**

Hebron United Presbyterian Church is a resurrection family and community sanctuary, embracing diversity and inter-generational fellowship, co-creating with God through worship, music, common work, shared meals, and play. Following Jesus and grounded in the Gospel, celebrating God's grace and affirming our love in the world, we live for others as we reach beyond our buildings through witness and action.

#### **What is the congregation's or organization's vision for ministry:**

Hebron United Presbyterian Church (HUPC), set in a largely agricultural community, could easily take a narrow focus on its own church family, but instead, in its 233-year history, strives to be broadly involved. Committed to extending beyond our walls, time and resource has always been put towards our surrounding community and beyond. We pray and trust that we will hear, understand, and respond to God's plan for us. Our ministry is mission. HUPC leadership has made an art of creating an environment that allows our membership to feel called and respond to various needs, advancing the work God has put before us. God has always provided. We cover our expenses and have consistently directed a significant portion of our budget and time toward external mission. All it often takes is someone standing up to share a need or vision and response follows, be it in action or financial resource. We believe we are called to "invest" our many gifts from God to ensure the benefit of His beloved children. Our congregation is committed to devoting a portion of these resources, with His guidance, to make a difference outside our church family. We are a church following Jesus Christ, "investing" the gifts entrusted to us and striving to reflect His peace and saving grace. We want others to see in us the peace and salvation that is available through Jesus Christ.

#### **How do you feel called to reach out to address the emerging needs of your community or constituency:**

HUPC is nestled in a scenic valley between New York's Adirondacks and Vermont's Taconic Mountains. There is an increasing draw to the area, not only for its natural beauty, but because it offers all the advantages of rural living. With proximity to nearby communities with employment and universities, we are also just a half day drive to major east coast cities such as NYC, Boston, and Montreal. 52% of the population in Hebron/Salem have median incomes under \$50K. Food insecurity, substandard housing, addiction, internet connectivity challenges, limited cell phone service, are regular plights for many within the community. At times when total need can be overwhelming, a future pastor will help us identify where our focus should be. Our mission is to bring widely diverse people – economic, political, education level and age – together in a safe place where all feel welcome. We seek to provide a place of healing where all can join to worship and bridge differences. As a congregation we actively support the local food pantries, the fuel fund, fire victims and informal transportation support. Four members recently completed training to become drug addiction recovery coaches and will meet with folks at one of our facilities. Many members are involved in other local organizations that address community needs. They bring those needs and opportunities to the church leaders and the congregation eagerly responds, both financially and with feet on the ground.

#### **How will this position help you to reach your vision and mission goals:**

A new pastor will be welcomed by a devoted congregation which has continued to keep the church stable and alive while without a called pastor. The congregation has stepped up in many areas to help fill the void. It will be important for the new pastor to recognize the gifts and talents of the congregation, and guide toward new challenges and ideas for growth. This will involve understanding the church history and current condition, recognizing that HUPC has an aging population with the goal to grow with young families. Collaboration between pastor and congregation members is expected. Integration with existing Boards, Committees, and staff will mean working with and strengthening, rather than taking over their roles. The church is full of people with varying spiritual gifts, more than competent to share the ministry. A new pastor would empower servant leadership. The called pastor will be expected to offer worship that challenges, teaches, transforms, and sends us out. A pastor would help cultivate a broad variety of learning opportunities for all, at all types and levels of spiritual development. Given our historical support of youth education, a pastor will be expected to support the search for Youth Leaders. We expect a leader to be intentionally involved in the community, in person and leveraging technology. The congregation will look to the pastor to guide us in developing an even more outward focus on our neighbors than already exists.

#### **Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:**

## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

“Walking on water” is not a prerequisite for serving as pastor for HUPC! Instead, “wading into the water” with the church family is the goal. Our church family has a wide range of economic demographics, political perspectives and 21st century challenges. The pastor would need to be able to communicate well developing an understanding of how best to address disparate views. HUPC has historically been a family which listens to each other, respects individual views and through prayer and study, strives to learn from each other. We believe a pastor assists to identify, nurture, and inspire the use of the spiritual gifts of all the people. We hope a future pastor will help us make the church experience uniquely different than all other activities. The community has welcomed new residents partly due to the COVID pandemic, which enabled people to work from home and relocate from large metropolitan areas. Many of these “returnees” are people in their late 20s and 30s who grew up in the area and have decided to return with their families. A new pastor can engage this population using contemporary outreach skills alongside the congregation. HUPC seeks a pastor who can help us find light through humor, even on the darkest day. Someone who can ensure healthy doses of laughter therapy amidst the sometimes-dry backdrop of Bible-based learning will be welcomed.

#### What specific tasks, assignments, and program areas will this person have responsibility?

Pastoral responsibilities will include studying, teaching, preaching and leading worship with a passion for the Word of God, conveying the message in a manner that communicates its joy and justice to the members of our congregation and community. They will: A) Moderate the Session, attend board and committee meetings, administer the sacraments, and perform visitations, baptisms, weddings, and funerals. B) Alongside ruling elders, encourage people in the worship and service of God; equip and enable them for their tasks within the church and their mission in the world. C) In conjunction with the Deacons, they will provide pastoral care for all members of the congregation. D) Work collaboratively with Youth Ministry and Christian Education Committee to provide both adult and youth education programs. E) Live out our “All Are Welcome” philosophy by welcoming visitors, leading new member orientation, and conducting confirmation classes. F) Coordinate with the volunteers in the music ministry and worship planning. Provide guidance to the volunteers who provide the administrative support to our church. G) HUPC has a strong history of supporting pastors as they seek professional goals and personal growth through study leave, community involvement and training which benefits the pastor and the congregation. Life-long learning is a foundational element for HUPC. H) Be responsible for sharing in the ministry of the church in councils higher than the session and in ecumenical relationships.

#### Optional Links:

Hebronunited.church  
<https://albanypresbytery.org/>  
<https://www.washingtoncountynyny.gov/>  
<https://townofsaalemny.gov/>  
<https://www.salemcsd.org/>  
<https://salemcourthouse.org/>  
<https://www.salemartworks.org/>  
<https://www.battenkillcreamery.com/>  
<http://gardenworksfarm.com/>  
<https://www.maplelandfarms.com/>  
<https://www.fortsalem.com/>  
<http://townofargyleny.com/>  
<https://www.townofgranvilleny.com/>  
<https://www.hartfordny.com/>  
<https://www.greenwichny.org/>  
<https://www.saratoga.com/>

#### Leadership Competencies:

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Decision Making

Strategy and Vision

Collaboration

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

Interpersonal Engagement

Motivator

Flexibility

**Compensation and Housing: Cost of Living Calculator**

**Minimum Effective Salary:** \$60,838

**Housing Type:** Manse

**References:**

Name	Address	Phone Numbers	Relation	Email
Rev. Laura Lovell Mitchell	2960 State Route 9L Lake George, NY 12845	518-744-5644/518-656-3657	Most recent pastor (2011 -	laura.mitchell@alum.ptsem.edu
Rev. Rupert (Bo) Harris	24 South Union Cambridge, NY 12816	518-677-3350	Pulpit Supply/visiting pastor	rbharris@nycap.rr.com
Rev. Christine Dungan	20 Tracy Drive Greenwich, New York 12834	503-724-7060	Moderator of Session	chrisdungan1@msn.com

**Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?**

Yes

**Version Track Info: This MIF was last updated on 04/17/2023**

**Self-referral Contact Information**

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<b>COM:</b> Elder Samuel Jackling	<b>Address</b> 9 Third Ave, Broadalbin, NY 12025
<b>Daytime Phone</b> (518) 775-6284	<b>Office Phone</b>
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<b>PNC:</b> Amanda Ann Waite	<b>Address</b> 2219 County Route 47 Salem NY 12865
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