



**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 #02196

Ministry Name Southminster Presbyterian Church

Mailing Address 12250 SW Denney Road

City Beaverton State OR Zip Code 97008

Telephone Number (503) 644-2073 Fax Number \_\_\_\_\_

Email staff@southmin.org

Web site https://www.southmin.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 111





**\*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)
	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
5+	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) Sr. Pastor

**\*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):

<b>Interim/Transitional Ministry Training</b>	<input type="checkbox"/>	<b>Interim Executive Presbyter Training</b>	<input type="checkbox"/>
<b>Certified Christian Educator</b>	<input type="checkbox"/>	<b>Certified Business Administrator</b>	<input type="checkbox"/>
<b>Certified Conflict Mediator</b>	<input type="checkbox"/>	<b>Clinical Pastoral Education Training</b>	<input type="checkbox"/>
<b>Other</b>	<input type="text"/>		

**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="text"/> Other	

**Statement of Faith Required**  Yes                       No

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## Mission Statement

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



Southminster Presbyterian Church is an inclusive, welcoming community of Christian faith. Our mission is to manifest Christ's love in the world.

We believe:

- God loves us unconditionally.
- Jesus' teaching is the clearest revelation of God in our experience.
- We are called to help others in need.
- The best way to transmit our faith is to live it.
- Faith grows through a lively, challenging and free exchange of ideas.
- The Bible is valuable as a guide to our faith journey, and should be understood in its historical context.
- Representative government, laity participation in church leadership, and an emphasis on education are important Presbyterian traditions we should adhere to.

In the spirit of Jesus, we are committed to:

- Deepening our spiritual awareness through learning, worship, and prayer.
- Celebrating creativity through the visual and performing arts.
- Honoring diversity.
- Supporting adults, youth, and children through education and fellowship.
- Providing pastoral and spiritual counseling.
- Promoting peace, health, and justice in our relationships, church, community, and in the world.

Approved by Session November 16, 2000



## 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.

Southminster is a progressive community of faith and action. We listen to and value varied perspectives and voices that depict divinity and ideas of the sacred through many cultural and faith traditions. We do not espouse a literal interpretation of the Bible; rather, we believe it provides truth stories that raise questions and teach us about God and ourselves.

We love a lively, challenging worship, with sermons that make the brain think, and arts and music that revive the soul. We embrace a broad range of worship styles and practices, and use gender inclusive language. We make a home for those with doubts and questions about faith, and we challenge and support each other as we each travel our own faith journeys. We want to be an affirming, nurturing sanctuary for all.

Our theology gives our lives meaning and joy, and drives us to seek social and environmental justice and healing in the world, by supporting the LGBTQ+ community, racial minorities, the poor, and all groups on the margins of society. We teach our children our values and faith, and to respect and honor diversity. We strive to be a role model for others, promoting political action and other direct engagement.

Southminster cherishes its sense of community as extended family. Our members build strong relationships, working together on art, music, and social events, education and mission projects, and other church programs. Our community is coming together to maintain our strengths in this time of many challenges.

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

As progressive followers of Jesus, we are called by God to live in a community that welcomes, supports and empowers all seekers, regardless of faith tradition or human condition. We share Christ's hospitality by:

- Worshipping and learning together, drawing from many perspectives



- Welcoming and advocating for LGBTQ+ persons, immigrants, and other marginalized communities
- Working to become actively anti-racist, anti-sexist and anti-xenophobic
- Seeking ways to heal our planet and advocate for environmental justice as an Earth Care congregation
- Making sure children, youth and all ages are included
- Providing opportunities for all to serve and be served according to their needs and abilities

We respond to the calls of our larger community by volunteering with non-profits, such as Viva Village, Rebuilding Together, Family Promise, Meals on Wheels, and Interfaith Movement for Immigrant Justice. We offer financial help to non-profits through grants from the Southminster Foundation.

We organize intergenerational and youth mission trips and a women's retreat, partner with our local public schools, and collaborate with interfaith communities.

We use our building and grounds for the benefit of others by:

- Hosting the Jesus Seminar & other adult education events
- Holding an annual Celebration of Creativity art show
- Providing space for concerts & other community events
- Providing space for a community garden

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

Through reflective prayer, multifaceted progressive liturgy, and sermons that are well crafted, intellectual, and joyfully delivered, the designated pastor will enlighten, inspire, and spur the congregation to bring the grace of God into our local area and the world. The pastor will encourage and nurture questioning, while discouraging dogmatic approaches, and will promote understanding and compassion for all peoples, even those with whom we may profoundly disagree. They will motivate the congregation to reflect on current issues affecting the local and global communities, encouraging appropriate individual and communal action to promote social justice and healing. As part of this outreach, the pastor will seek opportunities to create partnerships and dialog with local faith and secular communities.

The pastor will facilitate communication and coordination across all church groups, including committees, staff, and other groups using the facilities.



The pastor will enthusiastically embrace all aspects of our 2020 Mission Overview and help Southminster further develop its goals by leading the church through a strategic visioning process.

The pastor will help with intentional church growth focused on young adults and families. They will create ongoing opportunities for all age groups to participate in worship and community life. We want to nurture and grow the cherished spirit of community that has long been an integral part of this congregation.

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

### **Theological Values**

- Embodies a strong progressive theological perspective
- Creates a home for those with doubts and questions about faith, and encourages questioning and exploration as natural, essential aspects of the faith journey
- Manifests intellectual and spiritual curiosity, contemplative skills, and sacred community building
- Crafts joyful, relevant, insightful, and motivating sermons that help people grow their spirituality and relate it to their daily life
- Embraces a broad range of worship styles and practices, and uses gender inclusive language
- Inspires the congregation to activism and relationships with religious and secular communities

### **Leadership & Pastoral Skills**

- Provides compassionate pastoral care and affirms diverse backgrounds and traditions
- Values church growth and development, especially for young adults and families; enthusiastically expedites integration of new members into the life of the church community
- Able to lead a program-oriented church rather than a pastor-centered church
- Partners with the congregation to implement its vision
- Acts as a skilled administrator, head of staff, and team player
- Exhibits superlative people skills that enable conflict resolution and collaborative bridge building
- Is technically savvy and can effectively lead virtual meetings and reach out via social media
- Builds relationships and leadership capacity within the church by being a mentor, coach, and manager
- Exhibits a good sense of humor





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

Theological Leader: Encourage an open, challenging, and inclusive church community; foster progressive education programs; support church focus on activism, ecumenicalism and community outreach.

Worship service: Deliver challenging and inspirational sermons; design worship services in collaboration with Worship Committee; use inclusive language; incorporate theologically progressive readings from multiple faith traditions; provide opportunities for intergenerational participation in services; connect faith to personal experiences and daily life.

Pastoral care: Perform sacraments of baptism and communion; officiate weddings and memorial services; provide crisis care, visitation and counseling; provide support and leadership to Deacons and Elders; engage with all church community members.

Head of staff: Supervise staff and lead regular staff meetings; develop the strengths and talents of staff and congregation, encouraging continuing education; with Personnel Committee, conduct performance appraisals and hire and dismiss staff; model excellent conflict resolution skills; oversee church operations to ensure congregational needs are met.

Moderator: Moderate Session and congregational meetings; coordinate with Clerk of Session, Session, and committees to develop plans and use of resources; lead the congregation through a long-range visioning and strategic planning and implementation process.

Actively participate in the PCUSA and Presbytery of the Cascades.

### 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.southmin.org>

<https://www.southmin.org/wp-content/uploads/2020/10/Mission-Overview-2020-revised.pdf>

<https://www.southmin.org/community-life/>

<https://celebrationofcreativity.com/>

<https://www.presbyterianmission.org/ministries/matthew-25/>

<https://www.commonableoregon.org/reopening-statement>

<https://www.westarinstitute.org/regional-programs/>



**\*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>
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><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>
	<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>
X	<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>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>	
X	<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>
X	<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>
<b>ORGANIZATIONAL LEADERSHIP</b>	



	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<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.
	<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.
	<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.
X	<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.	X	<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>X</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>X</b>	<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.
<b>X</b>	<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>X</b>	<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>X</b>	<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.
<b>X</b>	<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>X</b>	<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 \$ 70,000

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 Clark Scalera, Presbytery of the Cascades \_\_\_\_\_

Address 245 S Bancroft St, Suite D, Portland, OR 97239-8526 \_\_\_\_\_

Phone Numbers (503) 227-5486 \_\_\_\_\_

Relation Advocate for Congregations and Clergy at our local Presbytery \_\_\_\_\_

E-mail [clark@potc.life](mailto:clark@potc.life) \_\_\_\_\_

Name Barbara Campbell \_\_\_\_\_

Address [REDACTED] \_\_\_\_\_

Phone Numbers [REDACTED] \_\_\_\_\_

Relation Former COM liaison \_\_\_\_\_

E-mail [REDACTED] \_\_\_\_\_



Name Mary Sue Evers, Pastor, Cedar Hills United Church of Christ  
Address 11695 SW Park Way, Portland, OR 97225  
Phone Numbers (503) 644-3838 (church office); [REDACTED]  
Relation Member of Beaverton Progressive Pastor Group  
E-mail [office@chucc.org](mailto:office@chucc.org)

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

Name Vicki Lukich  
Address [REDACTED]  
City [REDACTED] State OR Zip Code [REDACTED]  
Preferred Phone [REDACTED]  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications (required): smbpnc2020@gmail.com

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee /s/ Vicki Lukich Date 11/4/2020  
*Signature*

Clerk of Session /s/ Kirstin Fredrickson Date 11/5/2020  
*Signature*

Presbytery /s/ Clark Scalera Date 11/5/2020  
*Signature*