



**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 23250
Ministry Name Village Presbyterian Church
Mailing Address 13115 S. Village Dr.
City Tampa State FL Zip Code 33618-4407
Telephone Number 813-961-4115 Fax Number N/A
Email elainedm.vpc@gmail.com
Web site www.villagepresbyterianchurch.com

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 104



Church School Attendance 50

Church School Curriculum DVD series, Study guides with Bible passages, annually approved VBS 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

6 Black or African American (African Native, Caribbean)

3 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

91 White

Other

Presbytery Tampa Bay Synod South Atlantic

Community Type (select one)

<u> </u> College	<u> </u> Rural	<input checked="" type="checkbox"/> <u> </u> Suburban
<u> </u> Small City	<u> </u> Town	<u> </u> Urban
<u> </u> Village	<u> </u> Recreation	<u> </u> Retirement
<u> </u> N/A		

Clerk of Session Contact Information:

Name Kathy Sandy

Address 4160 Pinelake Lane # 101

City Tampa State FL Zip Code 33618

Preferred Phone 813-253-3319 Alternate Phone N/A

E-mail kathysandy@aol.com FAX N/A



***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>
Above 3 years	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
	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 <input checked="" type="checkbox"/>
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?

To Continue Christ's Work in the 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.

Our vision is to continue Christ's Work in the World. On Sundays, our sanctuary warmly welcomes members and visitors to worship our Lord, either in person or online. Our worship includes a blend of contemporary and traditional music, Scripture readings and Bible-based sermons, recitation of the Apostles Creed, administration of the Sacraments (one Sunday per month), Prayers and a Children's Chat. Our children worship with the adults until after the Children's Chat and then have the option to attend a worship designed for their age group. Our Youth Group meets on Sunday evenings for Christian studies and fellowship. Our Youth also engage in local missions, as well as national missions during summer trips. At Christmas, our Youth Group presents a live Nativity performance for the local community. Our Vacation Bible School hosts from 50 to 100 children each year, many from the community. Sunday school is offered for adults and children, and Bible Studies and Small Groups are active throughout the week. Small groups, such as our quilters and crafters, support our mission outreach locally, nationally and internationally. Our largest mission is our Community Food Pantry, which was established by VPC 13 years ago. To date we have served over 4 million meals to those in need in our local community and throughout the entire Tampa Bay region. In addition to the Community Food Pantry, VPC supported 12 local, national and international missions in 2020.

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

VPC is a tithing Church, which means that ten percent (10%) of pledged giving is devoted to mission work. The largest single mission supported by VPC is the Community Food Pantry. With the pandemic, the Food Pantry adapted and expanded in order to meet an unprecedented need for food and spiritual support in our community. We believe that this increased need will continue beyond 2021. As mentioned above, VPC also provided support for 12 additional missions in 2020 and we have been providing outside groups with access to the VPC buildings, including El Rey Jesus (a Spanish speaking congregation), Overeaters Anonymous, Alcoholics Anonymous and Grief Counseling. We continually evaluate our mission efforts for effectiveness and anticipate that the new Pastor will play a key role in this ongoing evaluation. Starting in 2020, VPC began to provide both virtual and in person worship and outreach ministries. We now see this expanded outreach as an opportunity to touch more people for Christ and will be seeking ways to improve and further develop our virtual activities. VPC views Pastoral Care as an important aspect of our church life and the incoming Pastor should be prepared to spend a



significant amount of time on Pastoral Care for our members. Some other emerging needs for our congregation include retaining our members and striving for congregational growth.

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

We are seeking a Pastor who is able to deliver Bible-based sermons that teach us how to apply the Word of God in our daily lives. The Pastor will be a supportive and involved leader for the church staff, taking an active management role in ensuring that they are given meaningful and constructive guidance. The Pastor will foster collaboration on tasks and serve as an effective spiritual counselor to the staff and church members. The Pastor will keep VPC on track with the implementation of strategic initiatives and help prepare VPC for future opportunities. The Pastor will provide guidance and mentorship for all of our mission efforts, including the Community Food Pantry. The Pastor will also provide leadership for our stewardship efforts throughout the year, culminating with our annual Fall Stewardship Campaign.

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

The ten selected Leadership Competencies describe the overall characteristics that would help the incoming Pastor to be successful in this role. The most important of these competencies is the ability to be an effective preacher and worship leader. The new Pastor should be able to inspire from the pulpit and communicate a clear and consistent Bible-based message through sermons that are prayerfully prepared and effectively delivered. Additionally, strengths in the areas of strategic planning, decision making, conflict resolution and effective communications will be critical. Included within these areas of strength should be the ability to ensure that delegated tasks are completed in a timely manner by establishing clear goals, developing plans to achieve these goals, monitoring progress and delivering results.

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

The Pastor will be responsible for leading Sunday worship and providing Bible-based sermons. The Pastor will also serve as Moderator of the Session and be actively engaged with the Deacons and all ministry teams, providing administrative leadership and spiritual guidance. The Pastor will serve as Head of Staff, providing "hands-on" management of a staff that currently includes four Part Time employees and two Contractors. The Pastor is expected to maintain an office presence. The Pastor will provide leadership in Pastoral Care. The Pastor will lead the Stewardship efforts throughout the year. The Pastor will also lead the church's efforts to define, develop and implement a long-term strategic plan for VPC in order to move forward with our Vision - to continue Christ's Work in the World.



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)

<http://www.villagepresbyterianchurch.com>
<https://www.facebook.com/villageprestampa/>
<https://facebook.com/villagecommunityfoodpantry/>



***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.		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.
X	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.	X	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.		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.	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
	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.	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 \$55,000 Maximum *Effective* Salary \$60,000

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 Jean Kerns

Address 4224 Arborwood Lane Tampa, FL 33618

Phone Numbers 813-968-6623

Relation Charter Member of VPC

E-mail jakerns@tampabay.rr.com

Name Dave Dorsey

Address 3632 Land O'Lakes Blvd. Suite 108 Land O'Lakes, FL 34639

Phone Numbers 813-406-4965 ext. 211

Relation Development Director of Oasis Pregnancy Care Center (a VPC mission partner)

E-mail dave@oasispregnancycenter.org



Name Marianne Evans
Address 613 Valle Vista Drive, Brandon, FL 33511
Phone Numbers 813-230-7056
Relation COM Liaison
E-mail marianne.m.evans@gmail.com

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

Name Mike Schuyler
Address 2121 Climbing Ivy Drive
City Tampa State FL Zip Code 33618
Preferred Phone 813-382-9580
Alternate Phone _____
E-mail Address for PNC Communications (required): mikeschuyler11@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature