



**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 Name Presbyterian Church of Islip

Mailing Address 340 Main St.

City _____ Islip _____ State _____ NY _____ Zip Code 11751

Telephone Number _____ 631-581-1080 _____ Fax Number _____

Email info@pcislip.org

Web site pcislip.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 45



Church School Attendance 10

Church School Curriculum Gospel Project

☐ 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.

0 American Indian or Alaska Native

0 Asian

1 Black or African American (African Native, Caribbean)

2 Hispanic Latino/Latina, Spanish

3 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

91 White

Other 3

Presbytery Long Island Synod Northeast

Community Type (select one)

 College

 Rural

X Suburban

 Small City

 Town

 Urban

 Village

 Recreation

 Retirement

 N/A

Clerk of Session Contact Information:

Name Janet Jacovina

Address 181 Smith Ave

City Islip State NY Zip Code 11751

Preferred Phone 631-741-5491 Alternate Phone

E-mail adgeegee@aol.com FAX



***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
<u>X</u>	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) _____ 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):

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?

God calls us to go out into our community, and beyond, as faithful disciples who are focused on furthering His Kingdom in all the areas of influence we find ourselves in. We aim to be a light in the darkness to our neighbors as well as to those who are searching for restoration, comfort, security, and



the Word of God. We are a community of faith who minister to the hungry, clothe the less fortunate, council, teach, support and encourage the poor in spirit. We help each other walk in His ways and “Love the Lord our God with all our hearts and with all our souls and with all our minds.” Our mission is to go out in the world, spread the Gospel of Christ’s sacrificial and transformational love and make disciples of all men and women.



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 Presbyterian Church of Islip has a vision for flourishing in our placement as a well-established, gospel-preaching, Presbyterian congregation in a suburban community, with close access to many academic and medical institutions. For us, this means being an authentic Christian community where a person, of any background, can find a sense of belonging and equipping to continue growing in their relationship with Jesus. We joyfully pursue the call and challenge to manifest God's kingdom in how we follow Jesus, love each other, and transform the world around us. Our church offers biblical Christ-centered teaching, creative and dynamic worship services that reach a broad range of age groups and worship styles, and thoughtfully designed ministries that care for our congregation through all life stages. We are in the midst of cultivating and growing our involvement with God's Church around the whole globe through international missions. It is a key component of our vision that our ministries connect our regular attenders to the gospel, a life-changing relationship with Jesus Christ, and inspire them with the joy of serving Him in the world. We believe that the Holy Spirit uses active Christian ministries to transform our hearts, and grow us as Disciples of Christ. We therefore aspire to encourage each of our regular attenders to acknowledge Christ as Lord, and grow in the grace and love of Christ through a strategic discipleship vision.
2. How do you feel called to reach out to address the emerging needs of your community or constituency? The Presbyterian Church of Islip has a longstanding commitment to meet the spiritual and social needs of our community. The demographics we particularly excel at are caring for the children in our congregation and surrounding neighborhoods. A few years ago, a church wide discernment process led us to focus on three areas of growth: discipleship, community, and reaching our adjacent neighborhoods. We resolved to grow our connection as a church family, provide more opportunities for spiritual transformation, and evangelize our surrounding communities. This became particularly vital as we came out of the pandemic, which resulted in a complete restructuring of our ministries offered. PCI remains committed to be a transformational community that makes an impact in the greater Islip area. We want to build upon our vision, and we are eager to discover a fresh mission after assessing the needs of the congregation and surrounding communities.
3. How will this position help you to reach your vision and mission goals?

Our next Pastor will guide the church in the accomplishment of its God-given mission by providing spiritual and organizational leadership through preaching, strategy implementation, and the development of lay leaders and staff.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization
 - a. Spiritual vitality
 - i. Commitment to a vital life of faith as evidenced by personal spiritual disciplines.
 - ii. Demonstrates biblical knowledge and understanding of theological context.
 - b. Communication
 - i. Preaches effectively and with relevance by connecting scripture, faith, discipleship, and mission to everyday life.
 - ii. Strong interpersonal and communication skills with passion for working with people across a range of views, needs, and life stages.
 - c. Vision



- i. Strategic and holistic thinking with ability to create implementation plans and delegate responsibilities to others.
- d. Organizational Leadership
 - i. Contributes to a positive workplace and church culture by working collaboratively and making decisions in a collegial environment.
 - ii. A shepherding posture with ability to equip, enable, and motivate others.
 - iii. Energetic, enthusiastic, organized and willing to take on challenges.
- e. Character
 - i. Demonstrates personal integrity, discernment, and humility in decision-making and interpersonal interactions

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

- a. Preaching and worship
 - i. Upholds the spiritual life of the congregation through preaching. .
 - ii. Oversees planning for worship services with a specified team, demonstrating appreciation for a variety of worship styles and formats including virtual and in-person engagement.
 - iii. Officiates weddings, baptisms, and funerals.
- b. Strategy Implementation
 - i. Orchestrates the movement of the church toward a shared vision. Develops specific strategies to implement the church's vision for:
 - 1. Evangelism, with a focus on outreach to congregants' neighbors, networks, and the next generation; includes mission partnerships.
 - 2. Discipleship, directing the training of congregants of all ages toward personal spiritual formation.
 - 3. Community, overseeing the creation of relationship formation opportunities for congregants in all life stages.
- c. Provides for pastoral care by developing and leading a team of dedicated lay ministers. Carries out direct pastoral care as situations warrant.
 - i. With a specified team, develops and administers overall church budget.
- d. Development of lay leaders and staff
 - i. Disciples and trains lay leadership on the session, ensuring consistency of vision and providing guidance on developing the next generation of leaders.



- e. As the Head of Staff, will mentor, provide feedback and training, set appropriate goals, and develop staff in their areas of giftedness.

Optional Links:

1. Pcislip.org
2. <https://www.facebook.com/Presbyterian-Church-of-Islip-574077542602988>
3. <https://www.instagram.com/pcislip/?hl=en>
4. <https://www.youtube.com/@pcislip>





*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	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.		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.
X	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.	X	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.
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.
	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.
X	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.	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 \$ 92,873

Maximum **Effective** Salary 93,703

Housing Type

X 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 Kevin McEvoy

Address 20 Elder Rd. Islip NY 11751

Phone Numbers (631) 365-2427

Relation Local artist and partner in ministry

E-mail kevinwilliammcevoy@icloud.com

Name Rev. Gabby Castaneda

Address % Presbyterian Church of Islip, 340 Main St. Islip, NY 11751

Phone Numbers (631) 822-2644

Relation Pastor of Mision Cristiana, a Spanish language congregation within our church

E-mail gbministry@hotmail.com



Name Pastor Colby Rohde
Address
Phone Numbers (631) 647-0385
Relation Previous Pastor
E-mail pastorcolbyr@gmail.com

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

Name Diane Imbert
Address 70 Griffing Ave
City Amityville State NY Zip Code 11701
Preferred Phone 516-658-1517
Alternate Phone 631-598-0237
E-mail Address for PNC Communications (required): stavros111@aol.com _____

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Diane Imbert Date 2/15/23
Signature

Clerk of Session Janet Jacovina Date 2/15/23
Signature

Presbytery _____ Date _____
Signature