



**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](http://www.pcusa.org/clc)**

## MINISTRY INFORMATION FORM

### Ministry ID

Ministry Name St. Simons Presbyterian Church  
Mailing Address 205 Kings Way  
City/State/Zip St. Simons Island, GA 31522  
Telephone Number (912) 638-2220 Fax Number (912) 634-9196  
Email office@sspres.org  
Web site www.sspres.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





**\*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)
<b>First Ordained Call</b>	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) Associate Pastor for Youth and Mission

**\*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?

*We are a people who celebrate God! We rejoice in God's creation, respond to God's calling and rely on God's faithful covenant. We are a people who serve Jesus Christ. We lift soup ladles for the hungry, build homes for the homeless, tutor children who need a friend and touch God's children all around the world. We sing praises to God in worship, listen for God's word from the pulpit and enjoy God's comfort during our wilderness days. We are a people who expect Christ's return. We declare it when we break bread together, announce it when we share the cup and trust in it with each baptism. In the name of the Father, and of the Son, and of the Holy Spirit, Amen.*

## NARRATIVE QUESTIONS

1. **What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.**

*St. Simons Presbyterian Church (SSPC) finds its home on a barrier island off the Georgia coast surrounded by the beauty of God's creation. While it is easy to rest our eyes on golden marshes and sandy coastlines, our vision extends beyond our beloved island. **We have a passion and desire to live out God's commandment to love our neighbor as ourselves.** Where there is an opportunity to connect, we seek to build a bridge.*

*We see ourselves as a church full of doers who live out the vision of our congregation on a daily basis. Our love for our neighbor begins at SSPC. We are welcoming and friendly to all who enter our doors. We eat together regularly and provide many opportunities for fellowship.*

*We extend that neighborly love to our community with local missions. Our congregation feeds the hungry, tutors children, builds houses, and gives financial gifts to organizations that also live out our vision. Our church also serves as a spiritual leader in our ecumenical community. We work with many other denominations and faiths to organize community events such as an Easter Sunrise Service and Thanksgiving Community Worship Service.*

*We also extend neighborly love to our brothers and sisters around the world with national and international missions. Church members travel the world to spread God's word and help those in need. We also support six PCUSA mission co-worker sites financially so they can do God's work year-round.*



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

*St. Simons Island is part of Glynn County, which includes four barrier islands, the historic port city of Brunswick, and unincorporated land outside of the city on the mainland.*

*The economic disparities in our community are painfully obvious. Oceanside mansions and exclusive golf communities are a short drive away from deep generational poverty and homelessness. Our congregation senses an increasing call to reach out and serve those in need. We operate numerous programs to answer the cries of the poor and hungry. These include bi-annual Days of Service, Hunger Action Team, Angel Tree, Manna House, PAL Mentoring Program, and the BRIDGE Summer Mission Program. We also recognize that our nation feels deeply divided over many issues, but we urge our congregation to accept our differences gracefully in order to love and serve our neighbors in Christ.*

*Our congregation also feels called to address the emerging needs of youth in our church and in our community. Youth are coming of age in a vastly different landscape than the generations before them. The challenges youth face make church relevant for some and elusive for others. We believe youth need strong personal relationships with God as well as with authentic, supportive adults as they learn to navigate the world. Our current programming attempts to meet the needs of our youth but we realize we must work to help them deepen relationships, connect more fully with God, and establish an enduring spiritual foundation.*

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

*Our new Associate Pastor will enable us to both expand our youth ministry and lead our missional engagement efforts at home and abroad.*

*Two years ago we entered a transitional time as our full-time youth director shifted into a new role. We then welcomed a part-time youth coordinator to help bridge our program until we called a new associate pastor. We are proud of the missions, service, and learning our youth have accomplished with the guidance of many caring adults. We are excited about the energy and vision that our new associate pastor, with designated responsibilities in this area, will bring to the ministry.*

*Attracting youth to our church and keeping them engaged is a part of our larger vision to continue to grow our church. The person in this position will help to further connect families to the vibrant community of faith at SSPC, within which they can experience the transformational love of God and the call of Jesus Christ upon their lives.*



*Over the years we have built up missional engagement at SSPC with a number of successful projects around our community and around the world. The person in this position will not only provide leadership in these existing programs, but also seek to create new opportunities to broaden and deepen our missional engagement. Our ultimate goal is that every member of the congregation is actively engaged in some type of mission. The new associate pastor will work to match the gifts and talents of our members with the needs of our community.*

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

*The ideal candidates will have an authentic faith in Jesus Christ that will be evident in all aspect of their life. They will live out this faith by empowering others to know, love, and serve Jesus. Candidates will have a heart for youth. They will approach youth with compassion, love, and wisdom. They will understand where youth of today are coming from, but maintain the perspective of a spiritual leader who can guide them toward adulthood.*

*They will be a hands-on leader, humble enough to mop floors at Manna House, brave enough to preach a challenging sermon, compassionate enough to attend to a dying parishioner, and confident enough to ask a stranger to come to worship on Sunday.*

*They will be a bridge builder and a peacemaker. They will forge connections between youth and families, families and the church, church and the community, and those seeking a relationship with God. They will be a team player and work effectively with church leaders and staff.*

*They will be organized. They will successfully manage their job responsibilities and remain focused on the broader vision of the church while also be willing to ask questions, show flexibility, and approach their duties with a good sense of humor. Additionally, they will be committed to the ministry of PCUSA.*

*Finally, they will be spiritually mature. They will have a strong grasp of the scriptures and they will be committed to deepening their faith with further study and prayer.*



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

*This person will be in a leadership role with responsibilities allocated to Ministry with Youth (40%), Missional Engagement (30%), and General Pastoral Duties (30%).*

*For **Ministry with Youth**, responsibilities include*

- *Providing primary leadership for existing Middle & High School program*
- *Organizing regular excursions and summer mission trips*
- *Meeting youth for fellowship outside of church (e.g., Tuesday morning devotionals)*
- *Recruiting and training adult volunteers*
- *Leading annual confirmation classes*
- *Envisioning new opportunities for faith formation and fellowship*
- *Crafting new opportunities for whole family ministry*

*For **Missional Engagement**, responsibilities include*

- *Leading by example through active participation in church missions*
- *Helping coordinate existing church mission opportunities (e.g., biannual Days of Service, Habitat for Humanity, Manna House, etc.)*
- *Encouraging and equipping participation in church mission activities*
- *Strengthening church relationships with local charitable organizations*
- *Identifying emerging needs for missions in our community and beyond*

*For **General Pastoral Duties**, responsibilities include*

- *Preaching every 4-6 weeks or as assigned*
- *Participating in weekly worship leadership*
- *Providing pastoral care and visitation*
- *Collaborating with staff to support and strengthen all ministries of the church*
- *Officiating as assigned at weddings, funerals, and special services*
- *Participating as an active member of the Savannah Presbytery*



**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>			
<b>X</b>	<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>X</b>	<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.
<b>X</b>	<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>X</b>	<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>X</b>	<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>			
	<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**

<b>X</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>X</b>	<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>X</b>	<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.
<b>X</b>	<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.		



**INTERPERSONAL ENGAGEMENT**

<b>X</b>	<p><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.</p>	<p><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.</p>
	<p><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.</p>	<p><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</p>
	<p><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.</p>	<p><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.</p>
	<p><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.</p>	

**\*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 \$54,000

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 Rev. Wright Culpepper

Address 2911 Altama Ave., Brunswick, GA 31520

Phone (912) 634-0446

Relation Executive Director and Faithworks Ministry; Pastor, First United Methodist of Brunswick;

Faithworks Ministry is a local outreach organization and regular mission partner with St. Simons Presbyterian

E-mail: wright@faithworksministry.org

Name Rev. Deanie Strength

Address 50 Jameswood Ave. Savannah, GA 31406

Phone (912) 223-2271

Relation Former Associate Pastor at St. Simons Presbyterian

E-mail: [strengthj@bellsouth.net](mailto:strengthj@bellsouth.net)



Name Rev. Tom Purdy  
Address 6329 Frederica Rd, Saint Simons Island, GA 31522  
Phone (912) 223-8776  
Relation Rector, Christ Church Frederica; Partner on ecumenical efforts on St. Simons  
E-mail: [tom@ccfssi.org](mailto:tom@ccfssi.org)

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

Name Sean Hidalgo  
Address 509 Palm Harbor Rd.  
City St. Simons Island State GA Zip Code 31522  
Preferred Phone (912) 634-0446  
Alternate Phone (912) 399-5599  
E-mail Address for PNC Communications (required): sean.hidalgo@kerry.com

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*