



**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 21253

Ministry Name Davidson College Presbyterian Church

Mailing Address P.O. Box 337

City Davidson State NC Zip Code 28036

Telephone Number 704-892-5641 Fax Number 704-892-5956

Email dcpcpnc2018@gmail.com

Web site www.dcpc.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 390

Church School Attendance Children-45; Youth-63; Adults-100



Church School Curriculum Children: Spark Classroom, Way of the Child, Godly Play, and Dwell. Youth use Orange, High School and Adults use a variety of speakers, Uniform Lesson Series, and in-house 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
 ___0.1%___ Asian
 ___0.4%___ Black or African American (African Native, Caribbean)
 _____ Hispanic Latino/Latina, Spanish
 _____ Middle Eastern
 _____ Native Hawaiian or Other Pacific Islander
 ___99.5%___ White
 Other _____

Presbytery Charlotte Synod Mid-Atlantic

Community Type (select one)

_____ College _____ Rural ___X___ Suburban
 _____ Small City _____ Town _____ Urban
 _____ Village _____ Recreation _____ Retirement
 _____ N/A

Clerk of Session Contact Information:

Name Lyn Batty
 Address 249 Ashby Drive
 City Davidson State NC Zip Code 28036
 Preferred Phone 704-724-5393 Alternate Phone 704-892-5641
 E-mail lyn.batty@gmail.com FAX 704-892-5956



***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
<u>Above 10 years</u>	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) Pastor-Head of Staff

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

Other Advanced Degree preferred.

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="checkbox"/> Other	

Statement of Faith Required Yes No

Mission Statement

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

We are the body of Christ-worshipping, learning, serving, loving, giving-seeking to realize God's vision for the world.



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

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

Davidson College Presbyterian Church (DCPC) is a vibrant, growing church located 20 miles from Charlotte in one of the fastest developing areas of the state. We are an Earth Care congregation, an open and affirming church, which has an historic affiliation with Davidson College, and a diverse membership that draws from the Lake Norman region.

Members of DCPC strive to live out our vision statement: *We are the body of Christ-worshipping, learning, serving, loving, giving-seeking to realize God's vision for the world.*

WORSHIPPING: Three Sunday services, weekly fellowship meals/worship, adult, children's, bell and youth choirs, and a Christian folk group.

LEARNING: Sunday school for children and adults, VBS, Bible study and PW Circle groups, weekday pre-school, youth program, and UKirk for Davidson College students.

SERVING: Our Community Missions support 34 local organizations with a focus on education, hunger, housing, and health care. Global Missions has partnerships with communities in Kenya and Nicaragua.

LOVING: DCPC co-founded The Pines (a retirement community with 400 residents), and supports twelve Congregational Care programs, including groups committed to bereavement, health, meals, prayer, transportation, visitation support, and Campus and Stephen Ministries.

GIVING: Our benevolence budget is 15% (\$245,045). Last year, we gave an additional \$195,734 for local and global charities. Volunteers support Habitat for Humanity, Day of Service, and Blythe Elementary.



QUESTION #2: How Do You Feel Called to Reach Out to the Emerging Need of Your Community or Constituency?

• Addressing Changing Demographics

As a growing regional church, DCPC is forward-looking, and increasingly comprised of people of all ages, political views, family compositions, occupations, and educational, religious and cultural backgrounds. Based on current trends, the region will see a significant rise in the number of minority and mixed-race families, as well as continued growth in overall population. To thrive in changing times, DCPC will need to engage the changing population with creative outreach and programming.

• Strengthening Community Connections

Congregational Connections: Provide opportunities for meaningful intergenerational interactions, joint worship services, and small group/neighborhood networking.

Campus Ministry: Intentionality in recognizing and responding to today's student population, including a commitment to the ministry of presence and provision of a safe, welcoming environment to share the Christian faith.

Interfaith Collaborations: Joint activities between area youth groups, programs and pulpit exchanges with the African-American Davidson Presbyterian Church, and interfaith worship services.

• Expanding Ministry Opportunities

Increase financial base through member education, creation of multiple giving avenues, and greater publicity of ongoing ministry and capital needs.

Enhance stewardship of time and talents.

Adopt best practices from other churches.



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

The Pastor will lead the church and a staff of sixteen by:

- Preaching biblical, relatable, and thoughtful sermons that inspire members to grow in faith, support the church, and engage in God's work in the community and the world.
- Leading the staff and congregation in developing and implementing a long-term strategic plan that assesses needs, maps growth, and determines financial requirements for programs and facilities.
- Strengthening the cohesiveness of the current staff by leading by example, building trust, and serving with both confidence and humility.
- Collaborating with various groups within the church and community to foster fellowship and partnerships that work to achieve God's vision.
- Clarifying the congregation's identity and role in the community and the world.
- Assisting the congregation in understanding and appreciating the rich history of DCPC on the Davidson College campus as well as the broader Davidson community.
- Identifying the strengths and weaknesses of DCPC and working to promote those strengths while improving identified opportunities to become stronger.
- Maintaining DCPC's commitment to the PCUSA and the Reformed tradition.

We seek a pastor who preaches and teaches, displaying flexibility and adaptability, who connects with the wide spectrum of our church membership and who will encourage, advise and inspire our staff as they guide DCPC members to grow in faith and further God's work in the world.

QUESTION #4: Provide a description of the characteristics needed by the person who is open to being called to this congregation.

Our congregation requires an experienced pastoral leader with the following characteristics:

- Embodies a love for Jesus Christ, the Presbyterian Church (USA), and the spiritual development of all those God brings to our fellowship or permits us to serve.
- Is a thought-provoking preacher and worship leader with the ability to guide and inspire through carefully prepared sermons that are biblical, practical, and relatable.



- Demonstrates strong spiritual grounding and is seen by others as trustworthy and authentic.
- Is a confident communicator who is effective and at ease in a variety of settings.
- Knows how to get things done through both formal and informal channels and is skilled at navigating and understanding how large congregations work.
- Values diversity and works to bring together and welcome people with varied spiritual backgrounds, life experiences and personal opinions.
- Provides helpful coaching and guidance to staff and members of the congregation.
- Fosters collaborative leadership and a collegial work environment that creates feelings of inclusiveness.
- Displays flexibility and adaptability when faced with changing conditions, obstacles or ambiguity.
- Enables and empowers others to make meaningful contributions to the church community by inspiring people to give their best in time, talent and treasure.

QUESTION #5: For what specific tasks, assignments and program areas will this person have responsibility?

Worship Leadership. Planning, preparing and preaching to a congregation that includes lifelong Presbyterians, ordained clergy and religion professors, members from various denominations and religious backgrounds, and visitors. DCPC has a radio ministry through WDAV, and Sunday worship services are streamed live via Facebook. Numerous special worship services are offered throughout the year.

Head of Staff. Leading our experienced professional staff and dedicated volunteers to achieve the mission of the church and faithfully serve the community and the world.

Financial Stewardship. Establishing and promoting a vision for the contribution of time, talents and treasures by all members so that existing and new ministries can be offered to expand DCPC's outreach to the wider community and the world.

Pastoral Care. Planning and collaborating with the ordained pastors and lay leadership to provide timely, compassionate, and responsive pastoral care for all members at times of crises and special needs.



Moderator of the Session. Developing lay leadership of the Session and Diaconate to ensure that lay leaders are called, trained, informed and motivated to fulfill their call as elders and deacons to meet the needs of the congregation.

Visionary Leadership. Inspiring staff, lay leadership and members to think beyond the boundaries of existing programs and ministries to meet the needs of a growing and diverse community and develop new opportunities for ministry and service.

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)

www.dcp.org

www.townofdavidson.org

www.visitlakenorman.org

www.davidson.edu

www.charlottesgotalot.com

www.presbyearthcare.org



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
	<p>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.</p>	<p>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.</p>
x	<p>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.</p>	x
	<p>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.</p>	<p>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.</p>
COMMUNICATION		
	<p>Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
x	<p>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.</p>	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
	<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	



ORGANIZATIONAL LEADERSHIP

x	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.
	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			
	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
	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.
X	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 \$ 105,000 Maximum *Effective* Salary \$150,000

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?

X 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. George R. Slaton

Address: 1230 South Street, Cornelius, NC 28031

Phone Numbers: 704-439-1234

Relation: Davidson area retired minister

E-mail: geoslaton@gmail.com

Name: Rev. Mary Margaret Porter

Address: 1910 Beverly Drive, Charlotte, NC 28207

Phone Numbers: 704-315-9848

Relation: Former DCPC Parish Associate

E-mail: marymargaretporter@yahoo.com



Name: Rev. Dr. John W. Kuykendall

Address: P.O. Box 1768, Davidson, NC 28036

Phone Numbers: 704-699-4669

Relation: Former president, interim president and professor of Davidson College; worshipping participant and honorably retired member of Charlotte Presbytery

E-mail: jokuykendall@davidson.edu

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

Name Susan Manning

Address P.O. Box 1627

City Davidson State NC Zip Code 28036

Preferred Phone 704-582-2943

Alternate Phone 704-892-1283

E-mail Address for PNC Communications (required): susanbmanning@hotmail.com



ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Susan B. Manning Date 4/26/18
Signature

Clerk of Session Lyn M. Batty Date 4/26/18
Signature

Presbytery Rev. Rachel H. Vogado Date 4/29/18
Signature