



**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 04928 \_\_\_\_\_  
Ministry Name Presbyterian Church of Lawrenceville \_\_\_\_\_  
Mailing Address 2688 Main Street \_\_\_\_\_  
City Lawrenceville \_\_\_\_\_ State NJ \_\_\_\_\_ Zip Code 08648  
Telephone Number (609) 896-1212 \_\_\_\_\_ Fax Number (609) 219-9460  
Email office@pclawrenceville.org \_\_\_\_\_  
Web site www.pclawrenceville.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 210 \_\_\_\_\_



Church School Attendance \_\_\_\_\_ 30 \_\_\_\_\_

Church School Curriculum \_\_\_\_\_ PCUSA We Believe Rotation Model \_\_\_\_\_

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
- \_\_\_\_\_ Black or African American (African Native, Caribbean)
- \_\_\_\_\_ Hispanic Latino/Latina, Spanish
- \_\_\_\_\_ Middle Eastern
- \_\_\_\_\_ Native Hawaiian or Other Pacific Islander
- \_\_\_\_\_ 99 White
- Other \_\_\_\_\_ 1 \_\_\_\_\_

Presbytery \_\_\_\_\_ New Brunswick \_\_\_\_\_ Synod \_\_\_\_\_ Synod of the Northeast \_\_\_\_\_

**Community Type (select one)**

- |                  |                  |                  |
|------------------|------------------|------------------|
| _____ College    | _____ Rural      | x _____ Suburban |
| _____ Small City | _____ Town       | _____ Urban      |
| _____ Village    | _____ Recreation | _____ Retirement |
| _____ N/A        |                  |                  |

**Clerk of Session Contact Information:**

Name \_\_\_\_\_ Chris Maurer \_\_\_\_\_

Address \_\_\_\_\_ 2 Dustin Dr. \_\_\_\_\_

City \_\_\_\_\_ Lawrenceville \_\_\_\_\_ State \_\_\_\_\_ NJ \_\_\_\_\_ Zip Code \_\_\_\_\_ 08648 \_\_\_\_\_

Preferred Phone \_\_\_\_\_ (609) 912-9393 \_\_\_\_\_ Alternate Phone \_\_\_\_\_

E-mail \_\_\_\_\_ 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)
<u>Up to 2 years</u>	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) AP for Youth, Young Adults, and Worship

**\*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 checked="" type="checkbox"/>
<b>Other</b>	_____		

**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?

The Presbyterian Church of Lawrenceville is a welcoming community, **called** by God to be followers of Jesus Christ, **fed** by the Word of God, and **sent** by the Spirit into the world to live lives of stewardship and service.



## 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 tagline describes who we are: "Old Church. New Edge." PCOL, founded in 1698, has remained vital by maintaining its traditions, while adapting to a changing world. Our three-word mission statement, "Called, Fed, Sent," further describes our vision.

Our calling comes from Jesus Christ, who has given us the ministry of reconciliation. That call compels us to reach those beyond our walls in all that we do.

We are fed by worship that is invitational, creative and theologically deep, offering both a Sunday morning traditional service, and a Sunday evening alternative worship service. We place great emphasis on ministry to and with children, youth, and adults, through Sunday school classes, small group Bible study, a midweek LOGOS program for children, youth groups, adult education sessions, annual retreats for men, women, youth and officers, and a variety of fellowship groups, led by an exceptional staff and committed members.

We are a church sent: through our longstanding mission to Haiti; a Peacemaking Committee working to promote social, racial and economic justice; and many other mission/outreach efforts.

While the church has maintained a healthy membership, we constantly look for ways to strengthen and grow, most recently through a major effort to create a community center called The Community Well (TCW). Addressing the changing spiritual and temporal needs of our community is key to our future.

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

Our recent strategic planning yielded several key findings: 1) many in our community, especially young families, suffer from stress due to the pace of modern life, and an attendant lack of spiritual meaning; 2) the fastest-growing demographic in our community is seniors; 3) there is a desire among many within and outside the community to engage more deeply in service to the community. These factors both reinforced the need for our current ministry, and pointed to a new vision: The Community Well, whose tagline is "Be Well. Do Good," aims at two overarching goals: to help people, especially young families and seniors, attain wellness (physical, emotional, mental and spiritual); and to offer opportunities for people to serve others.

Our decision to embark on a new vision builds upon our history of missional engagement. We are a congregation that reflects the broader community: researchers, educators, homemakers, students, those



in trades and crafts, physicians, lawyers and business people. Many members are involved in community organizations. We are proud of our long and deep involvement with Princeton Theological Seminary and employ 4-6 Interns each year.

A healthy sense of stewardship and several endowed funds have enabled us to support our staff and buildings while ensuring the continuity of support for mission and operations. We are currently discerning how we might improve our facilities to better support our plans for future ministry, possibly through a capital campaign.

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

Critical to our mission is the continued vitality of our youth program, first by building upon our existing approach to youth ministry, but also through some new and innovative approaches to reach families and young people outside of our congregation.

Combining traditional youth ministry (the core of this position) with the coordination of an existing alternative worship service and a newly-created counseling center represents a new and multidisciplinary strategy for engaging youth and families within our congregation, as well as members of the larger community. Worship in a New Key (WiNK) provides flexible and eclectic worship for younger sensibilities (though it appeals to all ages). The New Directions Counseling Center (part of TCW) gives an opportunity to engage youth and families through a therapeutic modality. This is a community-based approach to youth ministry – one that seeks to integrate each of these three emphases to create a “virtuous cycle” whose center is ministry to youth and families, though with benefits to the whole church and community.

Key words relating to this position are “coordinate” and “administrate” (see below). This person will not provide direct counseling in the center, nor preach every week at WiNK, but will work collaboratively with others to develop programming. For example, s/he will coordinate the overall work of the center, with licensed practitioners, but will especially engage in creating programming aimed at youth and families.

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

Our ideal candidate possesses two key skills that are basic to parish ministry: excellent pastoral skills and excellent administrative skills (especially in the sense of “adding ministers”).

General qualities:

- Nurturing, thoughtful, humble and energetic pastoral leader with a good sense of humor
- An implementer who sees the forest and can navigate the trees; one who interacts well with people of all ages



- Intellectually curious, respects traditions and history, yet open to new ideas
- Has a well-formed sense of self and mature boundaries
- Attends to collegial relationships

**Pastoral Care:**

- Experienced in coordinating groups of youth and young adults
- Applies spiritual insights to modern day issues and implements thought-provoking lessons
- Possesses a mature faith, and whose love for God and people inspires Christian faith in others

**Spiritual Leadership:**

- Works with colleagues on developing and planning all aspects of the WiNK Service
- Is widely read, can provoke and challenge, yet reassure and comfort
- Inspires people to grow in their discipleship through service beyond our church's walls
- Is a "whole person" whose care of others is strengthened by his/her spiritual life and renewal

**Administrative:**

- Can oversee and execute programs offered to 6th to 12th graders, college students and other college-age youth and young adults
- Empowers others to find their gifts and serve God with them
- Is an excellent communicator (spoken and written), facilitator and educator of groups

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

The Associate for Youth, Worship, and Counseling Ministry position focuses on three main areas (in priority order): Youth Ministry, the WiNK service, and coordination of the New Directions Counseling Center.

**Youth and Young Adult Ministry ~ 50%**

The Associate will plan, develop and implement youth programming and offer pastoral support to youth from grades 6-12 and their families. S/he will create weekly youth group meetings and recruit, nurture, and supervise youth program volunteers, and organize monthly young adult events. We strive to have a youth program that is dynamic, purposeful and engages our youth through worship, fellowship, mission and study. The Associate should possess a mature faith, whose love for God and people inspires Christian faith and action in others.

**WiNK ~ 35%**

The Associate will work with the Head of Staff and others on planning and implementing all aspects of WiNK. If ordained, s/he will administer the sacrament of communion at weekly WiNK services. The Associate will preach regularly at WiNK services as well as preach and participate occasionally at the traditional worship service.

**Counseling Ministry ~ 15%**

The Associate will be responsible for coordinating and assuring the quality of the programming offered by the New Directions Counseling Center (NDCC). The NDCC therapists/counselors will provide the majority of direct services; the Associate's focus will be to collaborate with them to develop programming for youth, parents, and families.

**Optional links**

<http://www.pclawrenceville.org>; <http://communitywellnj.org>



**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
X	<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>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>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.	X <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.	X <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>		
X	<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.	
<b>ORGANIZATIONAL LEADERSHIP</b>		



	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.	X	<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.	X	<b>Task Manager</b> - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	<b>Willingness to Engage Conflict:</b> Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		<b>Decision Making:</b> Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	<b>Organizational Agility:</b> Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.		<b>Strategy and Vision:</b> Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	<b>Financial Manager</b> – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		<b>Funds Developer</b> – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	<b>Collaboration:</b> Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		



**INTERPERSONAL ENGAGEMENT**

X	<b>Interpersonal Engagement</b> - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.	<b>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.
X	<b>Motivator</b> - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	<b>Personal Resilience:</b> Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	<b>Initiative:</b> Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	<b>Flexibility</b> - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	<b>Self Differentiation:</b> Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

**\*COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)*

See Effective Salary Definition at [Board of Pensions](#).

Minimum *Effective* Salary \$ 53,500 Maximum *Effective* Salary \$61,604

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 \_\_\_\_\_ Patti Daley  
Address \_\_\_\_\_ 58 Dorann Avenue, Princeton NJ 08540  
Phone Numbers \_\_\_\_\_ 924-6846 (H); (609) 273-3345 (Cell)  
Relation \_\_\_\_\_ former Interim Pastor for PCOL  
E-mail \_\_\_\_\_ Pattidaley@aol.com

Name \_\_\_\_\_ Dave Davis  
Address \_\_\_\_\_ 61 Nassau Street, Princeton, NJ 08542  
Phone Numbers \_\_\_\_\_ 609-924-0103; Cell: (609) 405-1033  
Relation \_\_\_\_\_ Sibling congregation  
E-mail \_\_\_\_\_ david.davis@nassauchurch.org



Name \_\_\_\_\_ Gordon Mikowski  
 Address \_\_\_\_\_ P.O. Box 82, Princeton NJ 08542  
 Phone Numbers \_\_\_\_\_ (609) 921-8300 (Office); (609) 240-1028  
 Relation \_\_\_\_\_ Seminary Professor, knowledgeable of the congregation  
 E-mail \_\_\_\_\_ gordon.mikoski@ptsem.edu

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

Name \_\_\_\_\_ Gooitzen van der Wal  
 Address \_\_\_\_\_ 105 W. Prospect St  
 City \_\_\_\_\_ Hopewell \_\_\_\_\_ State \_\_\_\_\_ NJ \_\_\_\_\_ Zip Code \_\_\_\_\_ 08525  
 Preferred Phone \_\_\_\_\_ 609-466-8537  
 Alternate Phone \_\_\_\_\_ 609-731-9286  
 E-mail Address for PNC Communications (required): \_\_\_\_\_ apnc-chair@pclawrenceville.org

**ENDORSEMENTS**

Pastor Nominating Committee/  
 Search Committee \_\_\_\_\_ Date \_\_\_\_\_ 5/01/2017  
 \_\_\_\_\_  
*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_  
 \_\_\_\_\_  
*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
 \_\_\_\_\_  
*Signature*

