



**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: 09780

Ministry Name: Second Presbyterian Church

Mailing Address: 600 Pleasant Valley Drive

City: Little Rock State: Arkansas Zip Code: 72227-2149

Telephone Number: 501-227-0000 Fax Number: 501-227- 6513

Email: tracymay@secondpreslr.org

Web site: www.secondpreslr.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: 350 (500 pre-COVID)



*** 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
5-10 Years; Above 10 Years	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		

Revised 3/2016



You may also specify the position title (if appropriate): Senior 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	_____		

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	_____ Other	

Statement of Faith Required Yes No



Mission Statement

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

We, the members of Second Presbyterian Church, celebrating the rich heritage and the faith we affirm in Jesus Christ as our Lord, claim our mission to be a growing and inclusive congregational community where all are committed:

- to grow in knowledge of the faith in depth of spirituality, in the quality of our fellowship, and in compassion for all God's children and creation;
- to recognize and use effectively the time, talents, and material gifts of all members and of the congregation as a whole;
- to care actively for the spiritual, physical, and intellectual needs of persons in this congregation, community, and world, and
- to participate meaningfully in the larger Church.



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 congregation's vision for ministry is that we are invited by Christ, impacting the world, and inclusive of all. Invited by Christ, we impact the world by directing our ministries toward inward and outward transformation. Our ministries of education, fellowship, and care nurture our faith and the ties that bind us together, while our various outreach ministry partnerships help us make a meaningful difference with our time, talent, and financial resources.

Our welcome statement is designed to be welcoming and inclusive to all: "As one part of the church of Jesus Christ, we are inspired and guided by Christ's vision of God's realm, one that includes all who seek to love God and neighbor. As a congregation of the PC(USA), we invite all people who respond in trust and obedience to God's grace in Jesus Christ to become part of the membership and ministry of the church, regardless of age, race, gender, sexual orientation, gender identity, economic or family status, ethnic background, mental or physical abilities."

Our congregation believes that an essential pillar of our faith is the spiritual development of adults, children, and their families, built on a foundation of Christian nurture programs. Through these programs and the leaders and staff supporting them, our church can grow and live out a Christ-centered ministry that reinforces faith formation in a vibrant, multi-generational environment with benefits spread across church, community, and global boundaries.

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

SPC is a Matthew 25 church, which focuses on building congregational vitality, dismantling structural racism, and eradicating systemic poverty. Notably, we desire that our structure, finances, and discipleship practices allow our members to be actively engaged in God's mission in our local and global communities.

Each year, over 25% of congregational financial support is given to support organizations and agencies outside the walls of our church. In addition to providing financial support to over 35 mission partners, church members share their time and talents with various supported organizations and efforts, to help care for vulnerable members of our community. Examples are:

Revised 3/2016



- Afghan Welcome – Our congregation sponsors two Afghan refugee families who are being resettled in the Little Rock area.
- Bale Elementary School – Our congregation serves as the school partner, providing tutors, readers, and special events support.
- Arkansas Foodbank, Our House, Stewpot – Our adult members continually volunteer with Arkansas Foodbank, Our House, and Stewpot, helping to package or serve food and interacting with the residents/recipients.
- Honduran Presbyterian Church – SPC has a covenant relationship with PC Honduras, providing annual support to our PC(USA) mission co-workers and traveling to the country to help with mission work.
- Earth Care Community Clean-Up – Our congregation has an Environmental Stewardship team that hosts monthly clean-up days of our adopted parks and streets.

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

The senior pastor will play a crucial leadership role for SPC. An experienced pastor with fresh ideas and different experiences, he/she will broaden SPC's view of what is important and possible in a dynamic 21st century Christian community. SPC feels a need to reestablish and deepen our roots in a changing landscape, to nourish and strengthen our existing connections, to draw renewed energy and diverse life into our congregation, and to expand our reach to our community.

The pastor, through Biblical preaching, skilled leadership, and personal communications will help grow in-person Sunday attendance, contribute to revitalization of the children's and youth programs, and provide oversight and encouragement for liaison with community groups. SPC is an inclusive congregation with members of differing ages and personal styles, differing faith roads traveled, and differing political views. The pastor will support an accepting and inquiring environment for all who wish to walk together as Christians.

SPC has a heritage of support for Christian social justice, and the pastor will help us discern a positive way forward. SPC wishes to be a safe place for diversity of thought and convictions and also a home for those who may feel spiritually homeless in contemporary culture.



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

- A minimum of five years' experience as senior pastor or head of staff; more than ten years out of seminary.
- A devout Christian by word and deed.
- A pastor who is theologically very well grounded and is an excellent preacher.
- A pastor whose sermons can explore Biblical texts and the life of Christ, but also inform our approach to Christian life in the 21st century.
- A person with outstanding interpersonal skills and who is energized by being with people.
- An effective communicator, from the pulpit, in small groups, at the individual level, and as an administrative team leader of the church staff.
- A person with a track record of being discerning, adaptable, resilient and a problem solver, and is an effective motivator.
- A pastor with a record of successfully guiding and growing financial stewardship. SPC is fortunate in having no debt, but ongoing fiscal health is important.
- A pastor who can nurture an inclusive congregation and who is culturally competent.
- A leader with social media agility and who will have the vision to direct technology updates and to maintain technology standards.
- A pastor who is able to identify the needs of, and build trust and rapport with, populations that are either waning or not yet well represented in our congregation.

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

- Spiritual leader of our church community.
- Preaching on the great preponderance of Sundays, in a theologically sound and inspiring manner.
- Provide guidance for the spiritual growth of members.
- Provide skilled overall leadership of SPC (church and staff) and maintaining a cohesive team of ordained and non-ordained staff.
- Will develop initiatives that will increase member engagement in our mission areas and church attendance.
- Will provide oversight of effective annual financial stewardship.
- Will be actively engaged in education at SPC.



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)

SPC website: www.secondpreslr.org

Fall ministry brochure: to be provided

Mission Study: to be provided



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER			
	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.	X	Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
COMMUNICATION			
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		
ORGANIZATIONAL LEADERSHIP			



	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.		Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	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.	X	Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		



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

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

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

Minimum **Effective** Salary: \$125,000 Maximum **Effective** Salary: \$155,000

Housing Type Manse
 Housing Allowance
 Open To Either (Manse or Housing Allowance)
 Not Applicable (*For Non-pastoral Positions Only*)

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***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. Dr. Robert W. Lowry

Address: 6400 Richard B Hardie Drive; Little Rock, AR 72207

Phone Numbers: 501-773-5131

Relation: Neighboring Pastor/Former Staff Member/Former Member

E-mail: robertwilliamlowry@gmail.com

Name: Rev. Karen Akin

Address: 14605 Woodrock Creek; Little Rock, AR 72211

Phone Numbers: 501-993-3694



Relation: Former Associate Pastor-SPC/Retired Senior Pastor–neighboring church

E-mail: karenkakin@gmail.com

Name: Garry Mertins

Address: 5224 Hawthorne Road; Little Rock, AR 72207

Phone Numbers: 501-519-3115

Relation: Current SPC member; Elder

E-mail: garry@garrymertinsdesign.com

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

Name: Beth Sigler

Address: 5000 Hawthorne Road

City: Little Rock State: AR Zip Code: 72207

Preferred Phone: 501-607-3030

Alternate Phone: _____

E-mail Address for PNC Communications (required): bsig001@sbcglobal.net

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature



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