



**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 22081

Ministry Name Morningside Presbyterian Church

Mailing Address 1411 N. Morningside Drive NE

City Atlanta State GA Zip Code 30306

Telephone Number 404-876-7396 Fax Number N/A

Email office@morningsidepc.org Web site www.morningsidepc.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 150

Church School Attendance 70 (children and adults)



Church School Curriculum _____ Whirl and Spark (children); varied for adults _____

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

_____ 1% Black or African American (African Native, Caribbean)

_____ Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

_____ 99% White

Other _____

Presbytery Greater Atlanta _____ Synod South Atlantic _____

Community Type (select one)

College _____ Rural _____ Suburban _____

Small City _____ Town _____ Urban _____

Village _____ Recreation _____ Retirement _____

N/A

Clerk of Session Contact Information:

Name Curt Barrett _____

Address c/o Morningside Presbyterian Church _____

City 1411 N. Morningside Drive NE _____ State GA _____ Zip Code 30306

Preferred Phone 404-310-4665 _____ Alternate Phone _____ N/A _____

E-mail curt.barrett.atl@gmail.com _____ FAX 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
2-5 years	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) _____

***Employment Status**

Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? No _____ Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _____ No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required Yes _____ No

Mission Statement

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

We join together as Morningside Presbyterian Church to respond joyfully to God's call in a changing world through worship and study, through sharing the good news of Jesus Christ and through being good stewards of God's gifts. Our community of faith is committed to serving



God and neighbor, reflecting our Lord's welcome of all people. Our mission is to address the challenges of this present age with hope, grace, compassion and wisdom.

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.

Morningside's vision for ministry is one of passion, action and inclusivity, welcoming all to Journey Together in worship, service, growth and community.

We live out our vision as active and engaged members, working with a talented staff.

- Worship Together
 - Traditional, moving and memorable Worship Services
 - Music that stirs the soul
 - Integration of Lay leaders/readers and children
 - Children's Moment
- Serve Together
 - Full continuum of Atlanta-based service opportunities
 - Congregational volunteers that augment staff leadership
 - Legacy of Youth and Adult mission travel
 - Annual Morningside Sings! provides community enrichment and fundraising for mission programs
- Grow Together
 - Strategic emphasis on collective and individual spiritual growth
 - Sunday school classes designed to educate, challenge, and support all life stages
 - Affinity groups, shepherded by members and designed to foster growth and social interaction (e.g., Women's Roundtable, LGBT & Friends, One Gray Hair, Young Adults, RHO Readers)
- Be Together
 - Diaconate led seasonal gatherings facilitating congregational bonding
 - Weekly Fellowship Hours following worship



- Annual Montreat Retreat

Our congregation has an extraordinary appreciation for dreams that are carried into reality. We are a congregation that supports its leadership and one another as we strive to reflect and glorify God's promises. We are eager to see what God has in store for us in the years ahead as we Journey Together into even deeper discipleship.

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

Externally, we have a strong mission program with some of our outreaches dating decades. Our largest support both in time and treasure is to the following organizations:

- Intown Collaborative Ministries, Clifton Sanctuary Ministry, Rebecca's Tent and Meals on Wheels – ministries focused on reversing homelessness and hunger
- Dobbs Elementary School – programs benefiting a Title 1 school
- Memorial Drive Ministries – partnership with an historic Presbyterian church in the most diverse square mile in North America
- Morningside Presbyterian Preschool – located in our building

One area of focus is to assure mission activities are available across all ages and affinity groups. Intergenerational activities have included the Clifton Sanctuary Picnic, packing lunches and hygiene kits for homeless shelters and the annual Hunger Walk.

Internally, we continue to grow and develop our children and youth programs which is another area of specific focus. With 50 children under 5, including 13 baptisms in 2019, and more than 70 children in elementary school, our congregation is focused on the baptismal vows to teach and nurture its children.

Morningside also has a longstanding tradition of glory to God through the arts including a 25-member Chancel Choir, a growing Children's Choir and a 15-member Handbell Choir. A production featuring more than 40 members, ages 7-retirement, is produced annually to benefit our music and mission programs.

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



The Head of Staff will join us at an exciting time in the life of our church. We are a debt-free church that has recently completed two successful capital campaigns. The Head of Staff will help us reach our full potential and achieve greater community impact. Morningside doesn't have it all figured out, but we're proud of the direction in which we're headed. While we have a solid strategic plan, we are eager to finetune our vision and mission.

The Head of Staff has a rich opportunity to help Morningside harness the positive, boundless energy of our talented congregation. We are seeking someone who will:

- live as a true servant of God and smartly integrate word, music and story-telling narrative in a traditional worship service
- energetically lead us in being the best version of ourselves
- be a doer, an entrepreneur and a bold leader
- serve alongside us in the community
- propel Morningside's tradition of being a pioneer in embracing diversity and inclusion (e.g., female clergy, LGBTQ)
- help us refine, reach and exceed our vision and goals

Morningside - the church, the preschool and the community - is a special place, and we are excited to embark on this bright future together.

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

We feel fortunate to be in the heart of a vibrant, intown, progressive Atlanta neighborhood. We have all the amenities and opportunities of a major metropolitan area, as well as a very strong sense of community and quaintness that is often associated with small-town America. That, coupled with our endearing on-site preschool, provides a pipeline of new young professional members and positions us for a period of incredible growth.

Our ideal head of staff will be able to move seamlessly between, and minister equally to, our many constituents: the millennial preschool parents, the dual working parent families, the LGBTQ couple, the professional empty nesters, seniors and singles of all ages.

The head of staff will feel at home in a culture that is best described as intellectually passionate, warm and inclusive. Our members are well-educated, curious, energetic and talented. They count on our unique combination of traditional worship and progressive theology to nourish



them every Sunday. The head of staff will be innovative in challenging our members' curiosity and energy to grow our church.

Some specific characteristics that are important for our next leader include:

- spiritually mature
- inspiring and relatable speaker, leader, person
- a good listener and effective communicator
- connects with people easily and enthusiastically
- organized and able to dig in to day-to-day administrative tasks
- entrepreneurial
- a doer in the community
- nimble

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

Our head of staff will be directly responsible for the following:

- Staff management and development of 5-7 employees (associate pastor, children's ministry director, music director, preschool director, facilities manager and office manager)
- Moderator of the Session
- Support the ministry of the Deacons
- Worship planning and leadership
- Pastoral care
- Articulation of the vision of the church's future
- Strategic plan implementation
- Oversight of church financial processes of stewardship and commitment
- Congregational guidance
- Expanding the borders of our church by increasing membership and community outreach



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)

<http://www.morningsidepc.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>
X	<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	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>	<p>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.</p>
<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	
X	<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>
<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	



	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.	X	Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.		Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.
	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
X	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.	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.
	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		



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

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

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

Minimum *Effective* Salary \$ 85,000

Maximum *Effective* Salary _____

Housing Type Manse

 Housing Allowance

Open To Either (Manse or Housing Allowance)

Not Applicable (*For Non-pastoral Positions Only*)



***EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder in a manner consistent with the good news that in the church "...as many of you as were baptized into Christ have put on Christ. There is neither Jew nor Greek, there is neither slave nor free, there is neither male nor female; for you are all one in Christ Jesus."

Has the Pastor Nominating Committee and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes

No

REFERENCES (Limit 3)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Rev. Dr. Joanna M. Adams

Address 145 15th Street NE, #802 Atlanta, GA 30309

Phone Numbers 404-427-6166

Relation Pastor Emerita

E-mail joannamadams@bellsouth.net

Name Mr. Brad Schweers

Address Intown Collaborative Ministries, 1026 Ponce de Leon Avenue NE, Atlanta, GA 30306

Phone Numbers 404-590-3956



Relation Mission ministry partner
E-mail brad@intowncm.org

Name Mr. Bill Humphries
Address 1881 Dayron Trace, Marietta, GA 30062
Phone Numbers 404-226-3345
Relation Morningside Presbyterian Church Treasurer
E-mail bill48@bellsouth.net

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

Name Hillery McNeill
Address 20 Stratford Place NE
City Atlanta State GA Zip Code 303042
Preferred Phone 678-640-9648
Alternate Phone 404-869-0619
E-mail Address for PNC Communications (required): morningsideatpnc@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature