



**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

Ministry Name First Presbyterian Church of Berkeley

Mailing Address 2407 Dana St

City: Berkeley State: CA Zip Code: 94704

Telephone Number 510.848.6242 Fax Number n/a

Email apnc@fpckerkeley.org

Web site www.fpckerkeley.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: 650_____

Church School Attendance: 242 (Note this number is pre-pandemic) _____

Church School Curriculum: Godly Play _____

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

20% Asian

2% Black or African American (African Native, Caribbean)

2% Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

72% White

Other 4%

Presbytery San Francisco Presbytery _____ Synod of the Pacific _____

Community Type (select one)

_____ College _____ Rural _____ Suburban

_____ Small City _____ Town X Urban

_____ Village _____ Recreation _____ Retirement

_____ N/A



Clerk of Session Contact Information:

Name Leah Tang

Address see church address above

City _____ State _____ Zip Code _____

Preferred Phone _____ Alternate Phone _____

E-mail clerk@fpcberkeley.org 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
<u>2-5 years</u>	Associate Pastor		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) ___ Associate Pastor for Mission, Justice and Outreach

***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 | <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?

Adopted by the Session of the First Presbyterian Church of Berkeley on February 19, 2019:

We are called by God,
Transformed by grace,
Strengthened in community.

Now go:
Love concretely, even when it's risky
Serve generously, whoever has need
Pursue God's restoring justice,
Confident that Christ is making all things new



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.

With Christ as our center, First Pres Berkeley strives to be an authentically welcoming community of faith nurtured by responsive worship and Gospel-centered preaching, challenged by honest dialogue and thoughtful inquiry, united in our rich diversity, and committed to engaging the world around us.

Under the dynamic leadership of our new Senior Pastor, our congregation has renewed energy, and hope for the future. We're excited for this period of ministry focused both on growing in our understanding and practice of the Christian faith, and how it leads us to more deeply engage with issues like racism, inequality, poverty, and injustice. As the world around us has re-opened, we are looking for a Mission, Justice and Outreach Pastor who will partner with us and help us reimagine what it looks like to minister to our local, university, and global communities.

In quoting a recent letter from our pastoral staff:

"The world may want to put us into categories, but the Spirit defies these limitations. We are not an either/or church. We are a both/and church. We are a Jesus justice church. There is no Jesus church without Justice, and there is no Justice church without Jesus. Depending on the season, one voice may be louder than the other, but forever they are permanently united by the same gospel."

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

First Pres has long felt called to meet the spiritual and physical needs of our community both inside and outside the church walls. Examples include:

- **Local Community Outreach**—Through collaboration, First Pres has worked to address the growing needs of displacement, food insecurity, and homelessness in the East Bay. For a list of local partners, see [here](#) and [here](#) and for global partners [here](#).



- **University Engagement**—Next door to UC Berkeley, we have a long-standing relationship with the university. Through our University Ministry, we offer students an authentic community to explore faith's big questions and engage with people across generations.
- **Racial Justice and the Church Working Group (RJC)**—Convened in 2018, the RJC was created to explore the intersection between faith and race/racism. Through dialogue, education, self-reflection, advocacy, and more, we are committed to responding to the Gospel's call to participate in the important work of racial justice and reconciliation.
- **Cornerstone Children's Center**—We strive to reach out to local families by providing a safe place for children and families to find community on our campus. Cornerstone is a state-licensed Christian nursery and preschool.
- **Berkeley Christian Counselors (BCC)**— provides counseling services to individuals, couples, and families and is committed to providing excellent therapeutic care in a distinctively Christian context.

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

In a post-pandemic world, we believe the Spirit is calling us to new ways of doing ministry and being the church. This pastor will help us reimagine how to reach out to, serve, and partner with our neighbors near and far.

This pastor will be charged with leading and nurturing our congregation's outward facing ministries both within our local and university community, as well as with our ministry partners abroad. These ministries span generations, departments and demographics and currently include:

- Working with local community partners addressing food insecurity, homelessness, displacement, and more
- Ministering to and with University students and Young Adults
- Providing leadership for First Pres working groups focused on specific social issues including racial injustice, climate change, etc.
- Resourcing, supporting, and learning from international mission partners
- Overseeing ministry related programs including lectures, conferences, trips, and special fundraisers

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



- Ability to translate the good news of the gospel into the concrete practices within the church.
- A courageous and compelling leader energized by new possibilities and entrepreneurial ways of doing ministry.
- Commitment to relationship building and the ministry of presence with both the outside community and congregants.
- An impactful, enthusiastic, and hopeful leadership style that prioritizes fostering, equipping, empowering, and supporting/mentoring lay leaders.
- Collaborative and communicative team player who is adept at conflict resolution, focused listening, and adapting when needed.
- Desire to work cooperatively as part of a pastoral team and large church staff.
- Strong administrative and organizational skills.
- Cultural humility and curiosity.

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

The Associate Pastor for Mission, Justice and Outreach will report to the Senior Pastor and is responsible for leadership, oversight, and cultivation of the following ministry areas:

- Local Outreach
 - Work alongside and partner with local organizations to serve and advocate for our neighbors in need.
 - Cultivate ways for the congregation to minister to the community.
 - Build relationships with other organizations to collaborate with and learn from.
- University Community and Young Adults
 - Offer relevant pastoral presence to this largely unchurched demographic.
 - Curate compelling worshiping, learning, and fellowship experiences geared towards this community.
- Mission Partners
 - Oversee the Mission Partner application, budget, and reporting process.
 - Nurture authentic relationships between the church and partners through regular communication, interaction, and storytelling.
- Congregational Leadership:
 - Preaching
 - Teaching
 - Counseling/Pastoral Care
 - Leadership Development
 - Team Building
- Supervising and leading staff:



- Director of Outreach
- Director of University & Young Adult Ministries
- Coordinator for Mission and Care

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)

2020 Mission Study Report:

<https://www.fpcberkeley.org/wp-content/uploads/2020/07/2020-MST-Formatted-7-06-20.pdf>

2019 Mission Statement and Core Values:

<https://www.fpcberkeley.org/wp-content/uploads/2020/03/Dream-Team-Summary.pdf>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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
	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.	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.



<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>		
<p>ORGANIZATIONAL LEADERSHIP</p>		
<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>		<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p>X</p>	<p>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.</p>
<p>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.</p>		<p>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.</p>
<p>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.</p>		<p>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.</p>



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



INTERPERSONAL ENGAGEMENT	
X	<p>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.</p>
X	<p>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.</p>
X	<p>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.</p>
	<p>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</p>
	<p>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.</p>
	<p>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.</p>
	<p>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.</p>



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

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

Minimum **Effective** Salary \$80,000

Maximum **Effective** Salary \$90,000

Housing Type Manse

Housing Allowance - interest-only loan for \$150K toward purchase of primary residence

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: **Mary Ellen Azada**

Address

Phone Numbers: 510-292-0709

Relation: Former Associate Pastor for Mission

E-mail: meazada@gmail.com

Name: **Jake Medcalf**

Address

Phone Numbers 858-334-5325

Relation: Former Pastor of neighboring church/Founder of Firm Foundation

E-mail: JakeDMedcalf@gmail.com

Name: **Roland Peterson**

Address

Phone Numbers: 510-717-0065

Relation: Current member and Presbytery Liaison

E-mail: rolandpete@icloud.com



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

Name_Eric Mowat and Bridget Satchwell

Address

City

State

Zip Code

Preferred Phone Eric Mowat - 510-693-5684

Alternate Phone Bridget Satchwell - 510-499-0089 _____

E-mail Address for PNC Communications (required): apnc@fpckerkeley.org

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature

