Ministry Information Form

Ministry ID:  Pin 23095    Presbytery Number:  150190
First Presbyterian Church
820 Colonial Avenue
Norfolk, VA  23507-1810
Telephone Number 757-625-1697
Email:  nominatingcom@fpcnorfolk.org
Web site:  www.fpcnorfolk.org

Part II

Select the position to be filled and the minimal number of years of experience required:

Executive Pastor:  Minimum 5 years’ experience.

Employment Status:  Full Time

Clergy Couple:  Are you open to a clergy couple:  No

Certification/Training:  No

Language Requirements:  English

Statement of Faith Required:  Yes.

Mission Statement:  Seeking Christ; Sharing His Love
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.

First Presbyterian Church, Norfolk is a congregation seeking Christ and sharing His love. Affirming that Jesus Christ is Lord God of all and the only way of salvation, we seek to be in relationship with Him, His Church, each other, and His world. Called to be an inviting and multiplying community, we strive to share the love of Christ locally and globally; to welcome more and more people into the shelter of His love; and to equip them for personal spiritual growth.

Our congregation lives out its vision first by looking upward and worshipping Jesus as Lord and Savior. Empowered by the Holy Spirit and the authority of Scripture, we gather together as one body for worship, faithful prayer, fellowship, and education. We nurture each individual’s spiritual journey by showing openness and providing guidance for all who seek Christ – from those who are just beginning to explore Christianity to those whose relationship with Him is fully impacting on self and others. We share His love outwardly through forming, leading, and participating in missions and ministries of healing, reconciliation, and justice.

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

First Presbyterian Church, Norfolk embraces the blessings and challenges of our community with hope and confidence in God’s purpose; knowing that through the Resurrection of Christ, all have the opportunity to experience transformed lives.

- Locally: To share God’s love with those in need of a physical home, safety, or advocacy; we impact more than fourteen missions or hands-on projects including Saturday Soup Kitchen, Crisis Pregnancy Center, Feed Norfolk, Ghent Area Ministry, Park Place Child Life Center, and Video Jail Ministry.

- Globally: To address the great challenges of extreme poverty, clean water, disease, and HIV/AIDS, our congregation and affiliate partners impact nine critical missions in Nicaragua and Africa. In Africa, our Senior Pastor leads two pilgrimages each year to Kenya, where he and parishioners serve as the hands and feet of Christ in Nazareth Hospital, Holy Family Centre AIDS clinic, and the Joy Village Children’s Home which our congregation established for orphans of HIV/AIDS.
• Preschool Ministry: To share God’s love with our children, our weekday ministry for nearly 200 pre-school aged children provides excellence in education in a loving Christian environment.

• Circle of Grace: To empower broken men and women to start anew, we host weekly worship services in partnership with other Christian believers who are committed to urban transformation by the Word of God.

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

As a member of the leadership team, the Executive Pastor will project the vision of seeking Christ and sharing His love through his or her spirituality, service, and daily responsibilities. The Executive Pastor will work collaboratively with the Senior Pastor and other colleagues to provide supervision of ministry staff, strategic planning, membership development and care, and adult discipleship. Through the efforts of the Executive Pastor, First Presbyterian will embrace new and expanded opportunities for welcoming and nurturing new members, and will look for fresh ways to organize, operate, or create ministries that increase the church’s impact on the neighborhood and community. These efforts will free the Senior Pastor to focus more immediately on vision, study and preaching.

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

The person called to Executive Pastor at First Presbyterian Church will demonstrate a passion for Christ and spiritual maturity as evidenced by personal depth and strong Biblical grounding. The ideal candidate will have experience with how congregations work; how to get things done; and understand policy, practice and procedure. Also essential is the ability to advance the vision of the church through active listening supported with effective oral and written communication skills. The ideal candidate will have characteristics of flexibility, decisiveness, wisdom, and initiative so as to be equipped to seize opportunities and inspire others to achieve results.
5. For what specific tasks, assignments, and program areas will this person have responsibility?

The primary duty of the Executive Pastor is to assist the Senior Pastor with the implementation of the vision, spiritual direction, and goals of the church, through leadership of the ministry staff. The Executive Pastor will have personal responsibility over some specific ministry areas (for example, Adult Education or Outreach). Other duties include planning and leading staff meetings and retreats; facilitating strategic- and ministry-planning processes; communicating goals; and supporting staff in their work to increase the church’s impact for the Kingdom of God. The Executive Pastor maintains current best practices and works with the staff and Session to ensure strong goal-oriented ministries. Teaching Elder responsibilities will also include leading worship and preaching; pastoral care; involvement in higher governing bodies; and performing weddings and funerals. The person in this position will not have the direct responsibility of the overall budget, accounting, or facility management.

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.)

What we believe (RAISE Booklet) - http://www.fpcnorfolk.org/what-we-believe-1/

Where we are going (2012 Vision & Goals) - http://www.fpcnorfolk.org/where-we-are-going

Listen to a sermon - http://www.fpcnorfolk.org/live-stream-worship/

Seeking Christ - http://www.fpcnorfolk.org/prayer-spiritual-growth/


Mission Blog http://www.treeoflives.org/Blog

Partnerships http://www.circleofgrace.org/
Leadership Competencies

1. **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.

2. **Communicator:** Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.

3. **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.

4. **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.

5. **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.

6. **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.

7. **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 strengths and limitations of others.

8. **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.

9. **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.

10. **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.

**Compensation and Housing**

Minimum *Effective Salary* $67,000 (Salary + Housing)  
Maximum *Effective Salary* $ - Negotiable

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<tr>
<td>Manse</td>
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<tr>
<td>X Housing Allowance</td>
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<tr>
<td>Open to Either (Manse or Housing Allowance)</td>
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<tr>
<td>Not Applicable (For Non-pastoral Positions Only)</td>
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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?

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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: The Reverend Scott Bowerman
Address: 40 Lincoln Way, West Chambersburg, PA 70201
Phone Numbers: 717-264-4113
Relation: Former pastor within PEVA, friend of Sr. Pastor
E-mail: bowerman59@gmail.com

Name: The Reverend Dr. Antipas Harris
Address: P.O. Box 55242, Virginia Beach VA 23471
Phone Numbers: 757-352-8890
Relation: Guest Pastor, Regent University Faculty
Email: drantipasharris@antipasharris.com

Name: Dr. Richard Short
Address: 2595 Club Springs Drive, Roswell, GA 30076
Phone Numbers: 678-580-5038 (preferred) 757 334-5717 (cell)
Relation: Former PEVA Presbyter
E-mail: jrichardshort@gmail.com
Pastor Nominating Committee/Search Committee Chairperson/Mid-council
Search Committee Chairperson:

Name: Mr. Taze Taylor
Address: 510 Brackenridge Avenue
City: Norfolk State: VA Zip Code: 23505
Preferred Phone: 757-489-9425 Leave message at home.
E-mail Address for PNC Communications (required): nominatingcomm@fpcnorfolk.org

Endorsements
Pastor Nominating Committee/
Search Committee

Signature
Date 10/21/14

Clerk of Session

Signature
Date 10/21/2014

Presbytery

Signature
Date