



**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 21333

Ministry Name Fellowship Presbyterian Church

Mailing Address 2005 New Garden Road

City Greensboro State NC Zip Code 27410

Telephone Number 336-288-5177 Fax Number 336-288-1705

Email info@fellowship-presbyterian.com

Web site <http://fellowship-presbyterian.com>

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 ~80

Church School Attendance 12-15



Church School Curriculum

Sunday School Curricula generally centers around themes and often are supported by studies based on selected books led by members of the church. Class focus suggests and models how to live our lives in our walk with Jesus.

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
 2% Black or African American (African Native, Caribbean)
 _____ Hispanic Latino/Latina, Spanish
 _____ Middle Eastern
 _____ Native Hawaiian or Other Pacific Islander
 98% White
 Other _____

Presbytery _____ Salem _____ Synod _____ Richmond _____

Community Type (select one)

_____ College	_____ Rural	_____ X _____ Suburban
_____ Small City	_____ Town	_____ Urban
_____ Village	_____ Recreation	_____ Retirement
_____ N/A		

Clerk of Session Contact Information:

Name _____ Julie Davis _____

Address _____ 3510 Willow Grove Court _____

City _____ Greensboro _____ State _____ NC _____ Zip Code _____ 27410 _____

Preferred Phone _____ 336-540-0769 _____ Alternate Phone _____

E-mail _____ kingdavis@triad.rr.com _____ FAX _____ NA _____



***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>
X (5-10)	Solo Pastor		Stated Clerk (Presbytery)
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Synod Executive
	Head of Staff (supervised one teaching elder and other staff)		General Presbyter/Executive Presbyter/Presbytery Leader
	Associate Pastor (Christian Education)		Mid-Council Program Staff
	Associate Pastor (Youth)		General Assembly Staff
	Associate Pastor (Other)		Church Business Administrator
	Pastor (Church Planter, New Worshipping Community)		Executive Director
	Pastor (Transformation/Redevelopment)		Director of Music (non-ordained)
	Pastor Interim		Minister of Music (ordained)
	Pastor (for a designated term)		Mission Co-worker (International)
	Pastor (Other Temporary i.e., Supply, Student)		Christian Educator (Certified)
	Pastor, yoked/parish		Christian Educator (non-certified)
	Co-pastor		Administrator
	Executive Pastor		Funds Developer
	Evangelist or Mission Pastor		Finance Manager
	Bi-vocational/Tentmaker		Media Specialist
	Chaplain		Communicator
	Pastoral Counselor		Coordinator
	College/Seminary Faculty		Youth Director (non-ordained)
	Seminary Staff		Other
	Campus Ministry		



You may also specify the position title (if appropriate) Solo Pastor

***Employment Status**

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

Is this a yoked congregation? X No _____ Yes

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

Clergy Couple (Are you open to a clergy couple?) Yes X 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

<u> X </u> 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 X Yes _____ No

Mission Statement

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

Fellowship Presbyterian Church is empowered by the Holy Spirit to learn about God's love, lead with God's love, and leave the gift of God's love, in the name of Jesus Christ.



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 Vision:

- Strengthening our knowledge of God's word and love
- Nurturing of children
- Enhancing our feeling of a church family
- Evolving our mission outreach
- Increasing community awareness

Achieving Our Vision:

- With the guidance and leadership of our new Shepherd, continue to enhance the worship experience. Examples might include adding elements to the worship service, continued evolution of the music, expansion of smaller study groups—both on Sunday and weekdays.
- In Fellowship Day School, continue the children's worship experience, increase connection between the Church and the School (an example is our Vacation Bible School). Initiate involvement between the students and Fellowship's various missions.
- Explore ways, outside of Sunday worship, to engage the congregation in activities that will break down barriers, both perceived and real.
- Utilize the experience of the new Pastor, to explore new ideas for our church family and neighbors.
- Review our current missions. Determine if current missions need to be discontinued or revised.
- Increase community awareness by the creation of community-oriented missions. Engage our new Pastor in local community organizations, to determine their needs, look for new mission opportunities and how/if we can help.
- Explore engaging first time visitors.

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

Fellowship Presbyterian (FPC) has a long history of mission and service in both Greensboro and international Presbytery projects. FPC was one of the first recycling drop-off locations in Greensboro and became known as the "recycling church." FPC then became active in Habitat for Humanity and played a leadership role in the Interfaith Hospitality Network. Currently, FPC is focused on hunger and



homelessness by providing meals at Pathways (transitional housing) to families during the “food holidays,” raising money to support the newly housed, and packing food for Backpack Beginnings.

FPC will continue its work in these areas but we know more can be done. Can a church our size make a lasting difference in people’s lives? Should FPC take a bold leadership role in a new initiative or support existing efforts? We look forward to exploring all opportunities with a new spiritual guide.

We are beginning to think about our constituency differently. Despite its rich history, FPC has never focused on its closest neighbors, the people and businesses in its immediate vicinity. Within several miles there are 4 Greensboro Housing Authority communities, large apartment complexes, neighborhoods with homes valued at or above \$400,000, a Goodwill store, and numerous businesses. Can FPC serve as a resource or a refuge? Are there partnership opportunities with businesses? Could we engage our surrounding neighbors to help support or participate in our mission and service projects?

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

We hope that our new shepherd will empower us, as a congregation, to deepen our own spiritual journey and act on what needs to be done to help others to do that as well. During the course of conducting our Mission Study, we found that the congregation wanted to find more ways to better reflect Jesus’ teachings in our lives. People also felt they needed to be better equipped to take the Word to those outside our doors, which might include more specific outreach to the community, more inter/multi-generational ministries which may result in more “connectedness” within the church itself. We hope that our new pastor will recognize those efforts we have made to reach out in areas where there is a need and can help us reach even further in ways we never considered.

An important part of our church is the Day School. We have made some important headway in connecting the school with the church, but this is an area in which a new pastor could become instrumental in strengthening that relationship. Currently, the church hosts teacher appreciation events, an annual pancake breakfast for the school staff and parents, and an Easter egg hunt for the children. In year’s past, the children attending the summer program at FPC participated in a week of VBS, which was always well-received and successful. Additional opportunities are needed and would be welcomed by both the school and the church families.

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

The successful candidate should be openly enthusiastic for the Word, with a firm foothold in the Bible’s teachings. He or she should present the Word not only on Sundays, but also live the Word in their daily lives and show by example what that looks like. The Word should be at the center of bringing Christ into people’s lives. He or she should have a shepherd’s heart to lead the Fellowship



flock and be willing to lead the congregation down new paths of service, looking for ways to help the congregation to fulfill its goals of bringing Christ to those in need in creative and interesting ways. He or she should be able to convey the teachings and ideas of the Bible in a down to earth, conversational way that engages all and finds ways for the congregation to live out the Great Commission as in Matthew 28:18-20.

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

The minister is responsible for providing pastoral leadership and administrative oversight of church ministries (preaching, teaching, worship, mission service, stewardship and day school.) The minister will work with session and church staff to effectively meet the needs, mission, and goals of the church and create opportunities for meaningful worship, missions, fellowship, and discipleship. He/she should be vested in enriching the total well-being of all members, assessing both short and long-term needs of the congregation, providing inspirational counsel and leadership to help the church identify its calling to the community. The minister will support the congregation so that it continues to identify mission opportunities and its purpose as the body of Christ.

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://fellowship-presbyterian.com>



***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>	<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>
<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	
<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.		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.
	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.	✓	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.		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.		



Name Rev. Bryan McFarland

Address 21 Brandy Drive Greensboro NC 27409

Phone Numbers 336-327-2041

Relation Associate Presbyter, East Neighborhood of Salem Presbytery

E-mail bmcfarland@salempresbytery.org

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

Name Mark Kirstner

Address 417 McAdoo Avenue

City Greensboro State NC Zip Code 27406

Preferred Phone 336-420-1125

Alternate Phone _____

E-mail Address for PNC Communications (required): pnc@fellowship-presbyterian.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature