



**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 21245  
Ministry Name Trinity Presbyterian Church  
Mailing Address 3115 Providence Road  
City Charlotte State NC Zip Code 28211  
Telephone Number 704.366.3554 Fax Number 704.366.9460  
Email cjernigan@trinitypreschurch.org  
Web site www.trinitypreschurch.org

**Congregation or Organization Size:** 401 - 650 members

**Average Worship Attendance** 120

**Church School Attendance** 80 (45 adults, 12 youth, 22 children)

**Church School Curriculum** Adult classes study the sermon text and have related Bible study.  
The youth use the Groove Bible study curriculum. The children use the Whirl curriculum and various  
other resources.

Check if certified as eligible for participation in the Seminary Debt Assistance Program



**Ethnic Composition of Congregation (in whole %):**

1% Asian

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

1% Middle Eastern

97% White

**Presbytery** Charlotte Presbytery **Synod** Synod of the Mid-Atlantic

**Community Type (select one):** Suburban

**Clerk of Session Contact Information:**

Name Nancy Williams

Address 5055 Montibello Dr.

City Charlotte State NC Zip Code 28226

Preferred Phone 704.542.6150 Alternate Phone \_\_\_\_\_

E-mail omomx3@gmail.com 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:**

Associate Pastor - Engagement and Mission. First ordained call - 5 years

**You may also specify the position title (if appropriate)** Associate Pastor Engagement and Mission

**\*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):  
No special training required

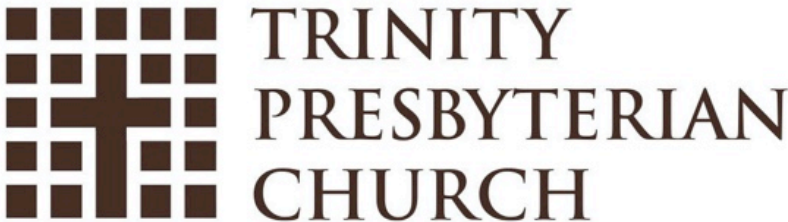
**Language Requirements:** English

**Statement of Faith Required**  X  Yes   No

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### **Mission Statement**

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



In the busyness of life on Providence,  
we are a growing community of faith  
seeking to cultivate Christ's hospitality.

We worship God,  
love each other,  
serve our neighbors  
and the world beyond.

Welcoming and embracing all,  
we will make a difference for the kingdom  
of heaven on earth as the hands, feet,  
and heart of our Lord!



## 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.**

In 2015 Trinity's session adopted "A 2020 Vision" that consists of guiding principles for our church to 2020 and beyond:

- *Create space for children and youth to fully engage in the life and leadership of the congregation.*
- *Foster a strong congregational identity and vitality through life-changing, relational mission.*
- *Transform our understanding of how best to utilize our facilities, campus and financial gifts toward future-focused ministry.*
- *Nurture a culture of caring and vibrant spiritual growth both in and out of the church.*
- *Welcome and actively embrace the broken, the uncertain and the doubting.*

Each sessional ministry team has been asked to create action steps that are tied to the specific guiding principles, and each year builds on the prior year steps. For this, we are guided by the Spirit, attempting to make the best use of our assets and skills that we possess. We, as a church, anticipate going through an assessment of the vision again in the coming year or two. Our vision is communicated throughout the congregation, and it forms the basis of our actions and interactions with our community and each other.

*Growing Together. Welcoming All.* - Both this statement and our vision codify who we are and aspire to be, and we feel set us apart in our community.

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

As our mission statement reads, Trinity feels called to be the "hands and feet of Jesus Christ." We do this in a myriad of ways, by offering our hands and feet to the service of others, by caring for those in our midst, and by showing love and respect for our neighbors. Our church has recently moved towards a model of mission that calls us to go "narrow and deep." We identified three areas - Hunger, Homelessness and Education - in which our church can dig deeply into mission, calling ourselves to deeper service and reflection on the needs of others and the need in our lives to make changes to support one another. In these three areas we have selected "key partners" with whom we work closely throughout the year. It is through this engagement with our key partners that we strive to meet the emerging and evolving needs of our



community and, along the way, to foster deeper, more meaningful relationships with our neighbors and one another.

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

This position will be intentionally focused on working with connected ministry teams in both the execution of the existing 2020 Vision, but also in the development of forward-looking vision plans as they are developed in the next year or two. Said another way, this position will help shape a future vision for Trinity by working within the existing structure of Trinity's organization/administration but also adding guidance and knowledge from prior experiences, work, and contacts.

Engagement focuses on a deeper connection of the congregation to God, church family, and neighbor. Through strong preaching of God's word, congregational fellowship, and involvement with our neighbors, our intentional efforts will result in spiritual growth, deeper relationships with each other, and more active engagement in our community.

Mission focuses on Trinity's current path with our key partners. It will also involve identifying, evaluating, and creating new opportunities in the spirit of Trinity's missional focus.

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

This minister must actively engage in the emerging needs of the church in myriad ways. With an in-dwelling spiritual maturity, a candidate should be able to communicate God's love through preaching and worship, eliciting a deeper and more loving response to God, to each other, and to our neighbors. This minister should have a technical savviness that will enhance the methods used to creatively communicate a love of God in the world. With a high level of hopefulness in the message of Jesus Christ, this minister can initiate ways for this deeply committed body of Christ to work for good. With a true missional sense, this minister must be a compassionate leader as we reach out to serve "the least, the lost, and the otherwise left out" of this world. This sense of mission will further the collaborative efforts at Trinity to build bridges in our community, partnering with key organizations as we try to be the hands and feet of Christ.



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

In addition to weekly worship leadership and preaching 12-14 times a year, as well as overall pastoral care with the Senior Minister, this person will be responsible for two primary areas of ministry:

**ENGAGEMENT:**

- Equips the congregation to intentionally foster deep connections and relationships with each other.
- Provides staff support, resources and input to the Congregational Life and Welcoming Ministry Teams.
  - With Congregational Life, maintain current ministries and programs (and create new ones as needed) that connect people to their church family (fellowship opportunities, annual church retreat, etc).
  - With Welcoming, maintain current ministries and programs (and create new ones as needed) that connect non-Trinity members to the church family, including but not limited to New Member classes/New Member Sundays.

**MISSION:**

- Strengthens the culture of Mission and interpersonal connection at Trinity Presbyterian Church.
- Provides Staff support, resources and input to the Missions Ministry Team.
- Initiates new and innovating ways for the congregation to engage the Charlotte community.
- Nurtures professional relationships with key partner organizations.
- Creates educational opportunities and provides resources for the congregation regarding mission.

**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)

Charlotte Agenda: <https://www.charlotteagenda.com/>  
Trinity Presbyterian Church: <https://trinitypreschurch.org/>  
Supportive Housing Communities: <http://supportivehousingcommunities.org/>  
Urban Ministry Center: <https://www.urbanministrycenter.org/>  
Nations Ford Elementary: <https://nationsfordelementaryschool.wearecms.com/>  
Friendship Trays: <https://friendshiptrays.org/>  
Friendship Gardens: <http://friendship-gardens.org/>



## **\*LEADERSHIP COMPETENCIES**

### ***THEOLOGICAL/SPIRITUAL INTERPRETER:***

**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.

**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.

**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.

### ***COMMUNICATION:***

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

**Technologically Savvy:** The ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.

### ***ORGANIZATIONAL LEADERSHIP:***

**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:***

**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.

**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.

**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.

**Initiative:** Demonstrates ambition and 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.



**\*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 \$        \$50,000                      Maximum *Effective* Salary        \$56,000  
Housing Type                        X   Housing Allowance

### **\*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?  
  X   Yes





**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 Baron Mullis  
Address First Presbyterian Church, 201 S. 21<sup>st</sup> Str., Philadelphia, PA 19103  
Phone Numbers 267.441.1170  
Relation Former Associate Pastor at Trinity  
E-mail [baron.mullis@fpcphila.org](mailto:baron.mullis@fpcphila.org)

Name Michelle Thomas-Bush  
Address Myers Park Presbyterian Church, 2501 Oxford Place, Charlotte NC 28207  
Phone Numbers 704.376.3695  
Relation Associate Pastor at nearby Charlotte Presbyterian church  
E-mail [mthomas-bush@myersparkpres.org](mailto:mthomas-bush@myersparkpres.org)

Name Linda Miller  
Address 2120 N. Davidson Str., Charlotte, NC  
Phone Numbers 704.335.9380, Ext. 128  
Relation Key Missional Partner - Charlotte Supportive Housing Community  
E-mail [linda@aplacetoliveagain.org](mailto:linda@aplacetoliveagain.org)



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

Name Warren Henry

Address 208 Pebble Stone LN

City Matthews State NC Zip Code 28104

Preferred Phone 704.819.7818

Alternate Phone \_\_\_\_\_

E-mail Address for PNC Communications (required): [wa.henry7516@gmail.com](mailto:wa.henry7516@gmail.com)

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee Warren Henry, Chair APNC Date 12-03-19

*Signature*

Clerk of Session Nancy Williams Date 12.08.19

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*