



**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 : 22083

Ministry Name: North Avenue Presbyterian Church

Mailing Address: 607 Peachtree St NE

City: Atlanta State: GA Zip Code: 30308

Telephone Number: 404-875-0431

Email: pnc@napc.org

Web site: www.napc.org

Congregation or Organization Size: 651 - 1000 members

Average Worship Attendance 486

Church School Attendance 297

Church School Curriculum Gospel Light (Preschool); 252 Basics (Elementary Program); ; Adult discipleship includes the study and examinations of scripture, conversations on Street Theology, understanding the Great Commission by hearing testimonies of international experiences, and sharing of the Bible and Christian life with seekers. Methods of study include inductive and expository Bible study.

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

9%	Asian
14%	Black or African American (African Native, Caribbean)
<1%	Hispanic Latino/Latina, Spanish
<1%	Middle Eastern
76%	White



Presbytery of Greater Atlanta

Synod of South Atlantic

Community Type: Urban

Clerk of Session Contact Information:

Name: Don Handell

Address: 790 Wildwood Rd. NE

City: Atlanta State: GA Zip Code: 30324

Preferred Phone: 404-875-5853 E-mail: dhandell@bellsouth.net

***Select below the position to be filled and the minimal number of years of experience required (e.g. 5-10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
<u>X</u>	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
	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) Senior Pastor

***Employment Status:** Full Time

Is this a yoked congregation? No

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

Certification/Training: None

Language Requirements: English

Statement of Faith Required: Yes

Mission Statement

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

Our mission is to love and honor God in WORSHIP, to experience the fullness of life in Christ as we GROW, and to share in the Holy Spirit's transforming work in the world as we answer the call to GO.

NARRATIVE QUESTIONS

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

We live our vision, "To Know Jesus and Make Him Known," by providing a welcoming place in our community for worship, for transformational growth, in Christ, and for participation in a racially, economically, and generationally diverse family of believers. We provide a haven for all who are spiritually poor, regardless of wealth or circumstance. We seek to become a people of God's embodied presence among the materially poor, the strangers, and the church in difficult areas of the world.

Mission has always been at the heart of NAPC. Locally, we helped found and now support StreetGrace, a ministry addressing domestic minor sex trafficking. We work to alleviate poverty through participation with the Atlanta Mission, the Atlanta Children's shelter, and Focused



Community Strategies. The NAPC Cup class offers tangible support for and relationship with people experiencing homelessness.

We join God at work when we stand beside our brothers and sisters in the global church. In addition to financial giving, we help catalyze new church leaders and extend support to our global mission partners through prayer, regular communications, and visits. International friendships result as we volunteer with Friends of Refugees and campus ministries such as Westminster Christian Fellowship, Intervarsity, and Atlanta Ministry with International students. We open our homes each fall and during the holidays to welcome over 200 international students arriving in the US for the first time.

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

We extend **radical hospitality** by providing:

- An authentic welcome to visitors and a support network for a diverse congregation
- A family to our members and a stable presence for a rapidly changing city

We experience **passionate worship** in:

- Worship services that include contemporary, traditional, and innovative styles
- The unlikely mix of Christ-followers who come forward for communion

We engage in **transformational faith development** through:

- Bible-centered preaching and teaching, discipleship communities, and prayer groups in homes and at church
- Engagement in the work of racial healing and reconciliation (workshops, book studies, interracial discussion groups, and speakers)

We commit to **risk-taking mission**, recognizing that God often calls his people to uncomfortable settings by:

- Welcoming the stranger and walking alongside those in need
 - Hosting Lazarus Health Day to celebrate good health and kinship with our brothers and sisters in the homeless community
 - Offering airport pickups to international students and hosting them in our homes



- Shifting our local & international mission paradigm to learn from the global church how to value mutuality

We practice **extravagant generosity**, acknowledging that God gives us all we need, we joyfully share by:

- Generous financial giving to outside ministries and missions for a church of our size
- Fulfilling commitments to the Shine Campaign (\$20M renovation) to help us better engage with the surrounding community and future generations

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

We need a leader who can help NAPC build on and learn from our history, be fully engaged in our mission in the here and now, and have a vision for NAPC as a place where people will continue to see the dynamic movement of the Holy Spirit in years to come. Our senior pastor must have the ability to help our congregation navigate change and encourage new and creative ways to engage ministry and missions while still maintaining a solid foundation in Biblical theology.

We need a pastor who has a global view of the work of the Holy Spirit and NAPC's place in this larger picture. Our senior pastor must be committed to joining the work of the Spirit in our community by engaging and developing relationships with other community leaders, ministries, churches, and organizations. Because global mission is a big part of NAPC's legacy, we need a senior pastor who is also passionate about how we can join in God's work around the world. We need a leader who embraces the changing mission paradigm as the world changes through globalization and technology.

Our congregation is socio-economically and racially diverse. With members from over 30 countries, we have active communities of and ministry for families, children, youth, young adults, and "grand adults." We see our diversity as a gift and a glimpse of God's Kingdom. We need a pastor who does not just value diversity but who works to unify our congregation under a common vision and mission.

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



NAPC has reached another inflection point in our history. The Spirit is doing a new thing in our midst, and we eagerly wait to see the direction in which our path will unfurl. We need an intrepid leader to step boldly into this next phase, and help us to embrace newness while maintaining the foundations of our faith. Adaptability, comfort with uncertainty, and hope are key leadership traits that will help us transform gracefully into the community that God envisions.

Our next Senior Pastor must be a thoughtful listener and solid bridge builder. The congregation is full of creative and energetic members who attend multiple worship services and are spread geographically across the city. As such, we benefit from a leader who is a standard bearer that unites us in our diversity. This person will help us focus on the commonalities that allow our many parts to function as one body. S/he will also join in the work of the Spirit with our neighbors from other ministries, churches, and organizations.

Our Senior Pastor's most critical role will be to preach at our Sunday services. Because of our wide-ranging spiritual, educational, and cultural backgrounds, it takes an imaginative preacher to communicate God's message in a way that engages all. Along with spiritual authenticity, this person will need a strong scholastic mind that draws from a deep well of scripture, theology, and history to bring God's Word to life in the midst of society that find God's truth increasingly irrelevant.

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

- Be the primary preacher and work with the worship team to plan and lead engaging and transformative worship services
- Foster spiritual development for the congregation with faithfulness to scripture with love and compassion for the people
- Lead from one's own authentic relationship with God. Purposefully tend to one's own spiritual growth through prayer practices, study, and discipleship community
- Lead, empower, and shepherd the staff
- Partner with strong lay leaders to enrich the current ministries and invest in their growth
- Be intentional in developing relationships with members of the congregation and provide support to congregational care
- Help NAPC refine and articulate our vision, assess our core values and governance structure, and strategically plan for the future



- Engage in planning and promoting discipleship programs and well as encourage meaningful Christian life in fellowship with other believers.
- Develop and maintain excellent organizational relationships and be a strong voice for NAPC externally as we engage with the Presbytery of Greater Atlanta as well as community and mission partners
- Continue to learn and experiment with innovative ways to worship and make disciples of Jesus in our city and around the world
- Support stewardship programs to stimulate more generous giving
- Moderate session

OPTIONAL LINKS

www.napc.org

<https://wearelazarus.org/healthday/>

<https://www.fellowship.community/>



***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	<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>
X	<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>



X	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.		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		
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.	X	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.
X	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.
X	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally



	common ground and elicit cooperation from others in crafting mutual solutions.		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.	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.		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.
X	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.	X	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>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 \$125,000

Housing Type: 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? **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: Rev. Jeff Meyers
Address: 755 Mimosa Blvd. Roswell, GA 30075
Phone Numbers: 770-649-4504
Relation: Former Associate Pastor; Neighboring Church Pastor
E-mail: Jeff@RoswellPres.org

Name: Rev. Dr. Tom Tewell
Address: 406 Ventura Way, Claremont, CA 91711
Phone Numbers: 404.290.4313
Relation: Mission Leader; Neighboring Church Pastor (Retired)
E-mail: ttewell@mministry.org

Name: Dr. Benson M. Karanja, Ed.D., H.S.C.
Address: Beulah Heights University 892 Berne St, SE, Atlanta, GA 30316
Phone Numbers: 770-507-2298
Relation: Mission Partner; Past Elder
E-mail: benson.karanja@beulah.org



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

Name: Dan Lowery

Address: 663 Cumberland Rd NE

City: Atlanta **State:** GA

Preferred Phone: 770-557-8338

Zip Code: 30306

Email: lowery.dan28@gmail.com

E-mail Address for PNC Communications (required): pnc@napc.org

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____

Date _____

Signature

Clerk of Session _____

Date _____

Signature

Presbytery _____

Date _____

Signature

