



**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 22118

Ministry Name Oakhurst Presbyterian Church

Mailing Address 118 Second Ave

City Decatur State GA Zip Code 30030

Telephone Number 404-378-6284 Fax Number 404-378-6295

Email info@oakhurstpresbyterian.org

Web site <https://oakhurstpcusa.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 181



Church School Attendance 70 (average attendance)

Church School Curriculum

- K-1 & 2-3: Deep Blue Sea
- Grades 4-5: Learner Led curriculum
- Middle School: Deep Blue Sea
- High School: Nooma
- Adults: The Work of the People
- Older Adults: The Present Word

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

1% Asian

41% Black or African American (African Native, Caribbean)

2% Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

52% White

Other Multiracial: 4%

Presbytery Greater Atlanta Synod South Atlantic

Community Type (select one)

 College Rural Suburban

 Small City Town X Urban

 Village Recreation Retirement

 N/A

Clerk of Session Contact Information:

Name Patti Ireland

Address 1470 Stoneleigh CIR

City Stone Mountain State GA Zip Code 30088

Preferred Phone (770) 498-9493 Alternate Phone (770) 851-1431

E-mail pwart@aol.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)**

<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
5-10	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) _____

***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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input checked="" type="checkbox"/>
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?

Oakhurst Presbyterian Church is a community of diversities. We come from different places, from different economic levels, from different countries of the world. We are a church in the city. Our life has known the movement of the city: we were once all of one kind. Then our church became multiracial and felt small and insignificant. And our people were afraid, afraid of ourselves from different races and afraid of ourselves from different cultures. The faithfulness of those who stayed and those who came gave us courage. By

God's power we have been given grace through what we thought was our weakness. In the midst of our fears God has surprised us and blessed us. The diversity, which we feared, has empowered us to confront God's truth in the world. In Jesus Christ the dividing walls of hostility have been broken down. Though we are born into diverse earthly families, our life together at Oakhurst has led us to affirm that we are called to be one family through the life, death and resurrection of Jesus Christ.

Worldly differences fail to separate our folk. Instead, these differences are the threads that the love of Jesus Christ weaves into the one tapestry – Oakhurst Presbyterian Church. We are young woven with old, black with white, male with female, gay and lesbian with straight. We are employed woven with unemployed, poor with comfortable, strong with broken. We are courageous woven with disheartened, able with sick, hurt with healers. The world uses these categories to separate people from one another and to erect barriers between people. Our life together at Oakhurst Presbyterian Church, however, is a proclamation that people are more than just race, gender, economic class, and sexual orientation. We all find dignity at Oakhurst no matter the category in which society places us. And we celebrate that each difference finds its beauty and its strength in the Oakhurst tapestry.

God is active in the life of Oakhurst and has given us a vision of hope. This vision has inspired our pastors and elders to lead us in the proclamation of the absolute power of God's love and God's grace. This vision is rooted in the truth that nothing in this world can separate us from the Love of God. Not powers, not principalities, not hate, not idols, not even death can separate us from the Love of God. And the very thing that we had feared – our differences – has empowered Oakhurst Presbyterian Church. Through God's grace what we once thought would destroy us has built us up. While alienation and separation persist in the city about us, the mission of Oakhurst Presbyterian Church proclaims that the Good News of the Gospel breaks down the barriers of the world. In our coming together we become whole in Christ.

At Oakhurst the compelling sermons bring meaning to our stories and clarify the connectedness of our lives. The preaching sounds the Call to Justice. The Oakhurst message is not always a comfortable message. Rather, it is that we must seek to do God's will even when in conflict with the demands of the world. Our worship and work confirm that we are not impotent, that we are not just victims within this society, but through the Love of Christ we are empowered and are therefore responsible to act. We are The Good News realized. The work of our ministers guides our diverse peoples to weave the fabric that is our tapestry, Oakhurst Presbyterian Church.

FROM MANY THREADS, ONE TAPESTRY.

FROM MANY STREAMS, ONE RIVER.

FROM MANY BRANCHES, ONE TREE.

WE ARE OAKHURST.



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.

There are few churches in the PC(USA) like Oakhurst. We are racially mixed: about half our congregation is white, slightly less than half is black, and the rest is Asian, Latino, African, and multiracial. We are also diverse in age, sexual orientation, gender identity, worship traditions, education level, and economic status. We are a vibrant church that functions as a family, committed to open, honest, even difficult dialogue about faith, race, social issues, and our relations with each other and God.

Our diversity is the core of our mission. It guides us to reach out to those on the margins of society, open our doors to all, and answer Jesus' call to break down dividing walls. We strive to be a voice for this vision within the PC(USA) and the community at large.

Oakhurst is a biblically based church, viewing Scripture as the divinely inspired Word of God. Everything we do comes out of our engagement with God's Word and the centering presence of Jesus Christ. We believe that the Bible is alive in the Holy Spirit, continually revealed to us, and not entombed in the past. We listen for the Spirit in prayer and worship, actively seeking God's will.

We seek to grow in faith and follow God's call as we invite the community to join us. This practice has led to a growth in numbers, and we are delighted with that. But our primary goal remains to promote a Jesus- and Gospel-centered life within a diverse community.

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

Over the last 30 years, Oakhurst has become a "destination church" for those seeking a diverse congregation. We want to continue to reflect the rich cultural mix of metro Atlanta and to follow Jesus' call to see every person who comes through our doors as a child of God. We also want to challenge ourselves, the denomination, and the community to talk about issues that threaten to divide us, especially race, gender identity, and socioeconomic status.

Within our congregation, one of the greatest emerging needs is for community-building social activities, including small groups and informal gatherings. Oakhurst has grown steadily since the mid-1990s, and the next pastor will need to oversee activities and foster an environment that will welcome and integrate new members.

Along with our racial diversity, we want to focus on our young people, developing our growing children and youth program. We also want to continue support for the active group of older adults who shaped the current direction of the congregation. We also want to make sure that dialogue among these groups continues, that our children and youth feel supported and can grow in their faith, and that our older adults and long-time members remain connected and involved.

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

We are inspired to serve God's people through prophetic, visionary preaching informed by Scripture. The next pastor's ability to call the congregation to action, to encourage the faint-hearted, and to reach new members from the pulpit is one of the most important ways we will fulfill our mission in the future.

Oakhurst's next pastor should also be an articulate voice for the marginalized in the community and in the denomination. This person will guide the congregation in our interpretation and understanding of the Word, which directs our emphasis on social justice and Jesus' call to serve the poor and marginalized. We also seek a pastor who can articulate how the Gospel relates to experiences of race and racism in the US and who understands the history and experiences of black Americans.

This person will need to facilitate congregational leadership so that members are actively engaged in the church's ministries. The scope of the work means that the pastor will need to delegate tasks to staff and the congregation, helping to establish and maintain systems that will allow members to fulfill their leadership potential. At the same time, the pastor will need to be highly aware of the needs of the congregation, both individually and collectively.

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

Oakhurst's next pastor will need to be an articulate preacher and teacher of the Word, able to lead lively worship services that reflect a variety of traditions. The pastor should be grounded in Scripture, able to let the Spirit guide our understanding of the Word. This person will be a strong administrator who delegates daily tasks to staff and congregational leadership and who provides a structure for individuals to assume those responsibilities. The pastor should be comfortable managing staff and have the knowledge to help them develop professionally.

A sense of trust and leadership in pastoral care is critical to our sense of community. The next minister must be an active and effective chaplain to the sick, the dying, and the hurting, as well as celebrate the various joys of a diverse congregation. We have a strong group of deacons that handle many details of meeting congregational needs, but we are seeking a minister who is willing to visit members in person. This means knowing the congregation well enough to maintain a healthy sense of balance so that the most critical needs are attended to first.

Healthy discussion and conflict is critical to our life together, and the next pastor will need to be a skilled negotiator. Specifically, the ideal pastor will have on-the-job experience navigating the inevitable tensions that emerge in a diverse community deeply committed to confronting questions of race and racism within the context of the Gospel. The pastor must be comfortable with disagreements, encourage transparent conflict resolution, and must continually challenge the congregation in the ongoing conversation on race and justice.

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

The pastor's primary roles are to lead worship services, creating these alongside the Worship Committee and the music staff; to oversee congregational care and visit as needed; to moderate the Session; and to articulate Christ's

call to justice within the community. The pastor currently supervises the following staff: an associate pastor and interns, the church's secretary, a part-time building superintendent, two part-time choir directors and an organist, a part-time web and communications coordinator, and a part-time director of our Clothes Closet. The pastor actively contributes to their professional development. We are open to changing the supervisory structure as needed. The pastor is expected to attend select committee meetings as appropriate, to attend presbytery meetings and serve as a voice for justice and racial equality within the community, and liaise with the Phoenix School located in our building. While the pastor will not oversee the youth program or senior group, the pastor will need to monitor each group's progress and ensure that our youth and seniors are being well-served by leadership.

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)

Oakhurst Presbyterian Church website: <https://oakhurstpcusa.org/>

Revised 3/2016



*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.		
INTERPERSONAL ENGAGEMENT		
<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>	✘	<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>
<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 \$ 75,000

Maximum *Effective* Salary \$85,000

Housing Type Manse

X Housing Allowance

 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 Ms. Patti Garrett

Address P.O. Box 220 Decatur, GA 30331

Phone Numbers (770)-364-9192

Relation Mayor of Decatur GA

E-mail patti.garrett@decaturga.com

Name Ms. Cassandra Morrow

Address 1024 Ponce de Leon Ave NE Atlanta, GA 30306

Phone Numbers 404-898-0711 ext 122

Relation Congregational Consultant

E-mail CMorrow@atlpcusa.org



Name Dr. Ted Smith
Address 245 3rd Ave. - Decatur, Georgia 30030
Phone Numbers (404) 727.4231
Relation Member at Large, Presbytery of Greater Atlanta
E-mail ted.smith@emory.edu

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

Name Ms. Loretta Jefferson
Address 349 Murray Hill Ave NE
City Atlanta State GA Zip Code 30317
Preferred Phone (770) 335-1451
Alternate Phone (404) 378-2696
E-mail Address for PNC Communications (required): applicants@oakhurstpresbyterian.org

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature