



**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 _____
Ministry Name Idlewild Presbyterian Church
Mailing Address 1750 Union Ave
City Memphis State TN Zip Code 38104
Telephone Number 901-726-4681 Fax Number 901-284-0969
Email apnc@idlewildchurch.org
Web site www.idlewildchurch.org

Congregation or Organization Size(Select one)

- Under 100 members
- 101 - 250 members
- 251 - 400 members
- 401 - 650 members
- 651 - 1000 members
- XX** - 1001 - 1500 members
- More than 1500 members
- N/A

Average Worship Attendance: 695 235 in-person plus 460 virtual (200 views x 2.3 viewers/screen) excluding holidays****

Church School Attendance: 200 (many classes still meeting virtual)****

Church School Curriculum Sparkhouse, Feasting on the Word, and The Thoughtful Christian

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

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

1% Hispanic Latino/Latina, Spanish

 Middle Eastern

1% Native Hawaiian or Other Pacific Islander

96% White

Other _____

Presbytery: Presbytery of the Mid-South

Synod: Synod of Living Waters

Community Type (select one)

College Rural Suburban

Small City Town **X-Urban**

Village _____ Recreation _____ Retirement

N/A

Clerk of Session Contact Information:

Name: Lane Faughnan

Address: 6425 Kirby Oaks Dr, Memphis, TN 38119

Preferred: Phone 901-262-3406

E-mail: lfaughnan@gmail.com

***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
	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)
X	Associate Pastor (Other) No experience or first ordained call (minimum)		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		

Specify title if appropriate: Designated Associate Pastor for Outreach and Nurture

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 _____ Interim Executive Presbyter Training _____ Certified

Christian Educator _____ Certified Business Administrator _____ Certified Conflict Mediator _____

Clinical Pastoral Education Training _____ Other _____

Language Requirements

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?

The mission of Idlewild Presbyterian Church is to pursue, personify, and practice as Presbyterians the good news of reconciliation and salvation in Christ through worship, education, fellowship, and outreach.

Idlewild Presbyterian Church is a community in which...

Jesus Christ is the center;

the mighty voice of God inspires us to love;

the Spirit joyfully sustains and nurtures seekers of every age, stage, and circumstance.

Worship forms the core of community life;

prayer binds our brokenness and connects us in Christ's love to God and to one another;

music, poetry, and art flourish in gratitude to our Creator;

the beauty of creation is treasured and preserved;

All the members of the church are ministers.

The focus is scripture and its meaning for today;

faith is formed and spirits nourished through reflection, practice, and shared learning;

the wisdom of other faith traditions is respected;

and a diverse membership enriches and unites us.

Justice speaks loudly and peace is our aspiration;

all voices are heard;

recreation and play are a wellspring for fellowship, celebration, and growth;

the love of God guides our minds and spirits,

leading us to right action in our hearts, our homes,

our community, our nation, and our world,

And all who enter find a home.

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.

Jesus' life of radical hospitality has inspired us for generations. Today we are a vibrant, progressive urban church in the heart of midtown Memphis, a place where *all who enter find a home...*

...in worship, which forms the core of our communal life. The liturgy of each service is intentional, Scripture in word and song is the focus, the music throughout is integral, we joyfully celebrate new life through Baptism, and we welcome all to the table for our service of Communion. Prayer undergirds all parts of worship and guides us for living into our call to do justice, love kindness, and walk humbly with our God.

...in fellowship, which includes large inter-generational gatherings, annual church retreats, Sunday morning classes, small groups for every age and circumstance, weekly Bible studies, youth group mission trips, young adult *Theology on Tap*, Presbyqueerians, young family fellowships, *More Than a Meal* with our unhoused friends, VBS, and neighborhood Lenten groups, to name a few! We welcome doubters, seekers, and the lifelong faithful. Following Christ's example, we emphasize belonging first—no matter who you are.

...in ministry to each other and the world. We are nurtured through intentional relationships (e.g. "Baptism Buddies"; deacon/senior congregant Care Partnerships, Confirmation Sponsors). Our elected officers represent the spectrum of age, gender, and sexuality. Even our youngest children lead us in song, prayer, and service. Outreach is core to who we are.

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

We understand social justice to be integral to the gospel. During the era of the Civil Rights Movement, Idlewild helped form lasting community programs, such as the Metropolitan Interfaith Association and the first integrated recreation ministry in Memphis. Today, our Outreach Ministry has three branches:

1. Children and Families

- CAFE (Children and Family Enrichment Center), whose mission is to offer parents and children tools for lifelong resilience, provides free family counseling and a childcare center, which opened in 2019
- A weekend meal program for at-risk children
- Tutoring

2. Compassion and Justice

- More Than a Meal, a weekly worship service and shared meal gathering welcoming all who are hungry for food and fellowship
- McMerton Gardens, where neighborhood children learn about sustainability

- Free legal clinics
- Community support grants
- Idlewild is a founding member of MICAH (Memphis Interfaith Coalition for Action and Hope)
- Partnering with the Mid-South Foodbank to become a distribution site and serve 350 families a week

3. International Missions

- Children collect quarters to fund education for girls in Liberia
- Youth groups travel to build houses and classrooms; our most recent trip was to Jamaica
- We send teams to install clean water systems in Ghana
- We partner with Juan G. Hall Presbyterian Church in Cuba
- Launched No Longer Strangers program to welcome refugees and help them integrate into the community

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

The designated associate pastor will be called to deepen our commitment to nurture the spiritual lives of our membership and guide our outreach efforts across Midtown Memphis and the world. With the recent installation of our new head of staff, Idlewild is entering into a new phase of spiritual growth through revisiting our established structures and programming. This is a 3 year designated call with the hope that an extended call will be discerned between the congregation and the new associate pastor.

Our midtown neighborhood has undergone a resurgence of growth in the last few years while still experiencing a deep need for the ministries of Idlewild. Our next associate pastor will have an important role in guiding our church family in the ministries of outreach and nurture. At the same time, we need someone to reignite the engagement of our congregation to help us devote ourselves to evangelism through fellowship, the arts, and recreation ministries for our congregation to thrive.

While Idlewild is a progressive church within the denomination, our congregation is made up of good people of faith who hold theological and political leanings that fall across the spectrum. Our clergy team's encouragement in Christian hope and unity will help us remain a place where all voices are heard.

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

- Passion for the Gospel of Jesus Christ and a life undergirded by prayer
- Knowledge of and appreciation for Holy Scripture and its implications for today
- Collaboration as a team player
- Effective leadership abilities, including communication, consensus building, and decision making
- Appreciation of the PC(USA) and loyalty to its mission
- Solid theological orientation in the Reformed tradition
- Understanding of the diversity and opportunity of an urban setting
- Awareness of the importance the history of the church and how it has shaped the congregation
- Ability to connect with all ages of the congregation, including youth
- Recognition of the value of church membership growth

- Commitment to maximizing community and congregational engagement
- Maintenance of work/life balance
- Sense of humor

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

The designated associate pastor will be the primary clergy providing direction and guidance for our Outreach and Nurture ministry units through engagement of the congregation and community to build existing programs, create new opportunities, and maintain Idlewild's vital role in midtown Memphis.

- Outreach
 - **Compassion and justice:** Community Support Grants, Hospitality Team, More than a Meal (MTAM), the Mobile Food Bank, Memphis Interfaith Coalition for Action and Hope (MICAH), Mid-Town Legal Clinic, McMerton Gardens, Faith Works Prison Ministry, The Lynching Sites Project, and Mental Health Court
 - **Children and families:** Adopt a School, Backpack Program, and CAFE
 - **Worldwide missions:** Partnership with Juan G. Hall Presbyterian Church in Cardenas, Cuba and with Living Waters for the World
- Nurture (Inreach)
 - **Joyful fellowship:** handles all congregational fellowship events (e.g. church potlucks, Trunk or Treat, movie nights)
 - **Creative arts:** 1750 Arts and the pottery studio
 - **Recreation:** athletics and all-age church camp (NaCoMe)

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)

idlewildchurch.org
 idlewildchurch.org/apnc
 cafeidlewild.org
 micahmemphis.org
 mifa.org

*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER			
X	<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>	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>
X	<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			
X	<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

	<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>		<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization's vision and mission.</p>
X	<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	X	<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>
	<p>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.</p>		<p>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.</p>

X	<p>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.</p>		
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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>
X	<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>	X	<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>
X	<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>		

***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