



**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 Avenue

City_Memphis_____ State __TN_____ Zip Code 38104

Telephone Number_901-726-4681_____ Fax Number

Email apnc@idlewildchurch.org

Web site idlewildchurch.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 793

Church School Attendance: Children and Youth - 55 ; Adult- 140

Church School Curriculum: Children - Orange Curriculum; Adults- Bible study; Literature study; Intergenerational; Parents of Children; Parents of Teens/Young Adults; Contemplative Prayer; Racial Justice; Sacred Ground; Abigdon Press Disciple Bible Study

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% (15)__ Asian
__1% (17)__ Black or African American (African Native, Caribbean)
__<1% (4)__ Hispanic Latino/Latina, Spanish
_____ Middle Eastern
_____ Native Hawaiian or Other Pacific Islander
__97% (1216)__ White
Other __Multiracial <1% (5)_____

Presbytery__Mid-South_____ Synod __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 __Jenny Haddad_____

Address 1750 Union Avenue_____

City Memphis_____ State __TN__ Zip Code__38104_____

Preferred Phone __ (901)292-3520 _____ Alternate Phone __ (901)324-3661 _____

E-mail __jennyhaddad05@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)**

<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)
5-10	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) Associate Pastor for Adult Formation and Care

***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 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?

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, formation, nurture, and outreach.

A Vision of Idlewild

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. 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. Even our youngest children lead us in song, prayer, and service.
- in formation, which includes Sunday morning classes, weekly Bible studies, youth group, confirmation classes, VBS, and Lenten groups, among others. We welcome doubters, seekers, contrarians, and the lifelong faithful.
- in fellowship, which includes large inter-generational gatherings, annual church retreats, youth group mission trips, young adult Theology on Tap, Presbyqueerians, young family fellowships, More Than a Meal with our unhoused friends, to name a few! Following Christ's example, we emphasize belonging first—no matter who you are. Our elected officers represent the spectrum of age, gender, and sexuality.

Our focus is both inward (with Spiritual Formation, Congregational Care, and Nurture) and outward (Outreach to the community).

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

The needs of Memphis are many and varied. Poverty intertwined with systemic injustice make the needs of our city more readily visible than most.

Idlewild has never shied away from striving to meet the needs of our community, yet this moment seems to demand even more from us. As a result, our Session has recently adopted two vision statements which directly address how we will strive to meet the needs of our community. One vision addresses the needs of our unhoused neighbors, presenting a comprehensive approach for how Idlewild will care for the bodies and spirits of our neighbors. The second vision commits Idlewild to the ongoing work of anti-racism by evaluating the structures and ministries of the church. Each vision will be carried out by newly formed committees of our Session.



The needs of Idlewild members are likewise many and varied; however, the purposeful pursuit of Biblical literacy and a ministry of intentional congregational care are desires shared by many. Our members expressed a longing to reconnect their discipleship of Jesus Christ with the Biblical witness, and in response, we recently launched a new Disciple Bible Study class. Adult Ministry is committed to offering opportunities that are rooted in the Gospel so that all may develop a more meaningful relationship with the Bible. Additionally, last year, the Session discerned a new purpose for the Diaconate focused on providing for the care of the Church through visitation, prayer, welcome, and meals.

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

Our Associate Pastor for Adult Formation and Care will both lead and inspire lay leadership in efforts to more faithfully serve Idlewild's congregants and community.

The Associate Pastor will provide vision and leadership to the Adult Ministry Committee as they seek to offer engaging formation opportunities. They will ensure that curricula encourage Biblical literacy while equipping lay people with practical theology to live out their calling as disciples of Jesus Christ. Alongside the Committee, the Associate Pastor will ensure that topics of vital importance to our community are studied in a creative and timely manner, so that congregants are able to relate their faith to their daily lives. As appropriate, the Associate Pastor will collaborate with the Director of Children and Youth Ministries in order to facilitate intergenerational formation opportunities.

The Associate Pastor will also provide training and leadership to the Diaconate as they care for the congregation. They will prayerfully encourage Deacons in their ministry, ensuring that the Diaconate remains aligned with the Session's vision and mission for them. The Associate Pastor will serve a primary role in providing pastoral care to the congregation and ensure that the other clergy, particularly the Head of Staff, are aware of pressing pastoral needs.



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, teaching, and bridge and consensus building
 - Appreciation of the PC(USA) and loyalty to its mission
 - Solid theological orientation in the Reformed tradition
 - Understanding of the diversity and opportunity of our urban setting
 - Awareness of the importance of the history of the church and how it has shaped the congregation
 - Ability to connect with all ages of the congregation, from young adults to our oldest members
 - Recognition of the value of church membership growth
 - Commitment to maximizing community and congregational engagement
 - Maintenance of work/life balance

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

Oversee Adult Christian Formation Ministry:

- Serve as staff liaison to the Adult Ministry Committee, helping to develop a holistic formation program
- Serve as staff liaison to the Young Adult Ministry Committee and help facilitate engaging programming
- Facilitate congregational awareness of Biblical, theological, and spiritual issues
- Empower members to discern teaching/leadership abilities
- As appropriate, cooperate with the Director of Children and Youth Ministries to develop cohesive, holistic programming across all ages (This position does not supervise the Director of Children and Youth Ministries)

Oversee Care Ministry:

- Serve as staff liaison to the Diaconate which facilitates the Care Ministry
- Train and equip deacons to participate in one of the four Care Ministry teams: prayer, visitation, welcome, and food
- Serve as staff liaison to each ministry team
- Provide pastoral care and support to the congregation through in-person visitation and communication

Regular participation in worship leadership; preaching responsibility to be determined in conversation with Head of Staff.



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)

<https://idlewildchurch.org/adults/>
<https://idlewildchurch.org/nurture/>
<https://idlewildchurch.org/presbyterian-beliefs/>
<https://www.youtube.com/@IdlewildPres/videos>
<https://www.cafeidlewild.org>
<https://www.micahmemphis.org/>
<https://www.mifa.org/>
<https://idlewildchurch.org/csg22/>
<https://www.instagram.com/1750idlewild/>



*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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.	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.
	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.	X 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.
	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.	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.
COMMUNICATION		
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	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		



X	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.
X	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	
<p>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.</p>	<p>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>
<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>X 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 \$65,000_____

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