

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 (MIF)

Ministry ID 9260

Ministry Name St. Thomas Presbyterian Church

Mailing Address 14100 Memorial Drive

City Houston State Texas Zip Code 77079

Telephone Number 281-497-4846 Fax Number _____

Email: stpcpnctx@gmail.com

Web site www.stthomas.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 70

Church School Attendance 20

Church School Curriculum. The Present Word Adult Bible Lessons: Follow Me

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.

1% American Indian or Alaska Native

1% Asian

5% Black or African American (African Native, Caribbean)

5% Hispanic Latino/Latina, Spanish

1% Middle Eastern

1% Native Hawaiian or Other Pacific Islander

86% White

Other _____

Presbytery: Presbytery of the New Covenant ___ Synod Synod of the Sun

Community Type (select one)

 College Rural X Suburban Small City Town Urban Village
 N/A Recreation Retirement

Contact Information:

stpcpnctx@gmail.com

This website version of the MIF omits personal names and contact information. Please use the email above to obtain those.

***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>
5-8 years	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)
	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) Pastor

***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?

To welcome all, serve our neighbor and grow in relationship with Jesus Christ

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.

We are a Christ-centered community that loves God, our church and one another. Our faith, based upon the rock of Jesus Christ, gives us salvation and eternal life. We express our gratitude for these gifts by serving our families, our congregation, the community, while worshiping God, nurturing all and growing in discipleship. Our vision is to grow in grace and be transformed by faith through the power of Jesus Christ. We seek to increase the size and diversity of our congregation to be reflective of the body of Christ. We are outward servants to our local community with an inward focus of worshiping God, supporting our members, and growing as disciples. We know we can make a difference as we continue to strengthen our relationship with Jesus Christ and those who profess belief in Him.

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

We are an older, but very active congregation in need of growing our membership. St. Thomas sits between two distinct socio-economic groups: affluent single-family neighborhoods to the south and affordable apartment complexes to our north. Broad economic differences between these groups complicates social concerns and opportunities to learn from each other. We are diverse by PCUSA standards – embracing those that identify as LGBTQ+, an Earth Care congregation, an active Racial Justice Committee, and a history rich with initiatives that strengthen our neighbors: a local recycling program, school-required immunization clinics, blood drives, home repair (rebuildinghouston.org), and (public) school mentoring. We have a strong music program with an active choir, praise team, and instrumentalists. We must continue to engage the broader community touched and served by programs at the Outreach Center (oc-wh.org founded by St. Thomas) on our property and seek a leader with whom to create and nurture programs addressing today's issues. We have activities (within our walls and without) such as Harbor School day care; AA meetings; Harris County supervised family visitations; and "Grace bags" for the homeless. We are actively seeking to add programs that engage area youth, children, and young families; utilizing our facilities as we serve our congregation and the surrounding community. Our inviting performance facilities offer musicians and artists a means to share their gifts with those around us, both during worship and in special events.

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

Our Pastor will guide, interact, and encourage our progress towards our stated vision at St. Thomas. He/she will provide spiritual support to the congregation and the community to follow our Lord's calling. This support is shown through participation in both church and outreach activities, by being a viable and visible part of the surrounding areas, and by providing innovative ideas and suggestions for communication that will resonate with our congregation and our neighbors. Our Pastor will nurture the community seeds that have already been planted on the St. Thomas campus by building ever stronger relationships that will appeal to adults and young families as we strive to reach out and to expand our ties in the community and grow in diversity. Our active congregation, along with our established endowments in areas such as music and education, will help our new Pastor achieve our combined visions and goals for St. Thomas.

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

We are looking for a spiritual leader who will walk hand in hand with this congregation as a PCUSA church. Our successful candidate will be a consensus builder who will provide grace and guidance as we look to the future – someone who will partner with us to discover a brand-new chapter for St. Thomas. For this journey, we seek a leader who delegates effectively and who is approachable, flexible, and creative; an innovator with a sense of humor who is OK with our frequent “oops” moments and will be accountable for their own. Our hope is to find a candidate who will join us in our efforts to help our neighbors both adjacent and distant as we strive to develop even stronger ties to the community we serve. The opportunities are great here at St. Thomas – we invite you to join us doing God's work in our corner of creation.

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

- Provide spiritual leadership to our congregation and session
- Preach the gospel to persons in our surrounding neighborhoods
- Discover and utilize the talent at St. Thomas and the community around us such as communication, the arts, leadership, interpersonal skills
- Represent St. Thomas in the community through promotion of positive interactions within the congregation, the ministries we serve, and our neighboring communities
- Reach out to families and adults in the neighborhoods that surround St. Thomas
- Lead the Session in discovering, working through, and solving problems within the congregation, including financial accountability and sustainability
- Serve the congregation when they have personal times of need, as an example: hospital visits and communion to shut ins
- Engage in dynamic, relevant, and spiritual dialog, especially sermons
- Guide the congregation in bringing new members into our community (outreach)

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)

www.stthomaspc.org
www.harborschool-houston.org
www.oc-wh.org

Also on Facebook and YouTube – search for St. Thomas Presbyterian Church

*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
	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		
	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.

<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>X</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.	X	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.
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 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.		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.	X	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		

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

For more information, email: stpcpnctx@gmail.com