



**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 5264
Ministry Name Lafayette Avenue Presbyterian Church
Mailing Address 85 So. Oxford Street
City Brooklyn State New York Zip Code 11217
Telephone Number 718 625 7515 Fax Number N/A
Email info@lapcbrooklyn.org
Web site <https://lapcbrooklyn.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 150

Church School Attendance 25 attend/ 40 active

Church School Curriculum The church school adapts to follow the minister's curriculum from The Living Word. We're currently following our interim's curriculum from the Revised Common Lectionary

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.

0% American Indian or Alaska Native
3% Asian
57% Black or African American (African Native, Caribbean)
5% Hispanic Latino/Latina, Spanish
0% Middle Eastern
0% Native Hawaiian or Other Pacific Islander
34% White
Other 1%

Presbytery New York City Synod Northeast

Community Type (select one)

College Rural Suburban
 Small City Town Urban
 Village Recreation Retirement
 NA

Clerk of Session Contact Information:

Name Sandra L. Long

Address 232-09 118th Ave



City Cambria Height State NY ZipCode 11411

Preferred Phone 718-527-1620

Alternate Phone 917-757-7450

E-mail clerk@lapcbrooklyn.org

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>
<u>2+ years</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)
	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 _____ 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?

LAPC is a dynamic, multiracial, multicultural, intergenerational church that was founded by abolitionists and continues to be at the forefront of social justice. Our vision for ministry is to live the gospel by cultivating a welcoming and supportive church home for our diverse community through our ministries of worship, music and art, social justice, Christian education and support of community organizations. All are welcome in this place.

LAPC strives to be a place where we can ask all of our questions – and hopefully find at least some of the answers.

- We understand ourselves to be a church that proclaims and practices the reconciling Gospel of Jesus Christ.
- We are called by that Gospel to create a space where people of any faith – or none at all– can question and discover the sacred in life through openness, honesty, laughter, and prayer.
- We are called by the Gospel to welcome and celebrate human diversity – including spirituality, ethnicity, gender, and sexual orientation.
- We are called by the Gospel to support each other through fellowship and caring, and to reach out to the broader community and world - especially those who are marginalized and often forgotten - to create a just and equitable society.

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.

Our vision for Lafayette Avenue Presbyterian Church (LAPC) includes a strong music and worship program and a tradition of acting locally and nationally to amplify God's love in Brooklyn and beyond. We are a congregation responsive to the preached word that thrives in a vibrant worship space -- welcoming people of faith and no faith. In addition to **worshipping** together, we answer the call with the following ministries:



A ministry of witness: A “More Light” and a “Matthew 25” church, we are home to an active social justice committee and engage in regular service activities. We display a Pride flag and a Black Lives Matter flag outside the church as symbols of our commitment.

A ministry of education: LAPC has revitalized its dynamic programming for children and families post-COVID. We look to build on that foundation and return to our robust participation.

A ministry of music: LAPC has a long and rich tradition of ministry using music and the arts, including the Lafayette Choir (traditional music with organ accompaniment), the Inspirational Ensemble (a gospel choir), Jazz Vespers, youth band, and other programming.

A ministry of community: Known as the “Town Hall of Fort Greene,” LAPC has long served as a space for neighborhood groups to gather for workshops, music, art, and celebration.

We believe LAPC’s forebearers have bestowed on us a rich heritage of faithful witness; our descendants will look back at us to see how we have responded to our calling today.

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

LAPC is a diverse church in a diverse neighborhood that is rapidly changing, with rising housing costs, displacement of some long-time residents, and an inflow of new residents who tend to be younger and often without children. We are called to meet the challenges of our day with the following:

Action: We are home to an active social justice committee, which includes a voter action coalition. In addition, we have actively partnered with other churches and organizations to support an area men’s shelter, develop a neighborhood Mutual Aid Network during the pandemic, and advocate in Albany for affordable housing, among other efforts. Similarly, we strive to meet the needs of our parishioners in new and creative ways.

Identity: LAPC’s diversity and commitment to sustaining that diversity is likely our most distinctive area of strength. This strength requires us to be particularly thoughtful about how we honor all perspectives. We are called to address this challenge by broadening our vision of worship, including our music programming, using our ample and historic space creatively, and being vulnerable to God’s call.

Growth: Finally, we feel called to rebuild our Christian Education program. We understand the changing demographic of our community calls us to act in new ways. This includes extending programming for children and families, as well as reimagining how to bring quality Christian Education to adults. It’s imperative that this work continues.

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

The spiritual and faith leadership of LAPC’s Pastor will be critical as we continue to build on our strengths and answer God’s call in the world. The Sunday service provides the congregation and community with the consistent spiritual and



faith connection necessary for fulfilling our vision. The Pastor plays the fundamental role in creating a spiritually compelling, inspiring, and welcoming service; LAPC expects a strong sermon to be the core of the worship experience.

At LAPC, we feel called to act in the community; our minister would feel comfortable forming and sustaining community partnerships so vital to our call. We have supported movements such as the Poor People's Campaign to advocate for equity. Notably, in 2019, members traveled to the U.S.-Mexico border to join a national protest against the treatment of migrants.

While the Session serves as the governing body of the church and acts through more than a dozen committees to further the work of the church, LAPC needs a permanent and committed Pastor to play a key role in strengthening the church's "human infrastructure." This has been identified as a key need because the church has a very small staff and relies heavily on volunteers. A permanent, committed Pastor can improve the effectiveness and resiliency of this "human infrastructure," enhancing the church's capacity to live its mission.

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

Our ideal Pastor is compassionate and has an ability to reach across generations. Our church expects its Pastor to have excellent preaching skills, delivering sermons and other messages with a strong intellectual and spiritual grounding that supports the congregation's spiritual and personal well-being.

In addition, the ideal Pastor has a strong commitment to living and working in our diverse community – and strengthening the vibrancy of that diversity. For this reason, we look for someone who is culturally proficient, confident in navigating through diverse perspectives, and has direct experience working in multiple cultural and cross-cultural settings.

As a social justice church, we are committed to making sure that those in need are cared for and that we actively grapple with and lead on the moral issues of the day. That is at the heart of who we are as a congregation; our ideal Pastor will have a tangible call to social justice issues and a desire to drive change and lead LAPC as we continue on that path.

Finally, we are looking for a Pastor who is comfortable and even creative about raising funds for the church, particularly as we continue our multi-year capital campaign to revitalize our historic church building.

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

LAPC seeks a Pastor with an ability to meet people where they are with an open heart. The Pastor will be responsible for preaching and organizing weekly worship services and lead a Bible study and prayer group. In addition, the Pastor will oversee a small staff (currently a music director, a sexton and a office manager) and complete the following: attend Session and committee meetings; visit the hospital and homes of ailing members; serve as the external representative for the church; and perform baptisms, funerals, weddings, and communicant's classes. We expect our Pastor to work alongside the efforts to provide additional support to the church, and be central to the support of children and adult Christian Education.



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)



***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.
X	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			
	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.)



<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>		
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<p style="text-align: center;">ORGANIZATIONAL LEADERSHIP</p>		
<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>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p>X</p>	<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>X</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>X</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>		

INTERPERSONAL ENGAGEMENT

X	<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>	X	<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>
X	<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 \$80,749 _____ Maximum **Effective** Salary \$99,589.30 _____ -
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?

 X 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 Anne Conroy _____
Address _____



Relation NYC Presbytery/COM Liason

E-mail conroyannel@gmail.com

Name Rev. Eric Thomas

Address _____

Phone Numbers 718 564 9828

Relation Community member

E-mail pastor.siloampresbk@gmail.com

Name Gail Blaize

Address _____

Phone Numbers 718 902 4005

Relation Long-time LAPC member

E-mail grblaize@aol.com

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

Name: Craig Bannister and Gena McGhee, co-moderators

Address: Craig: 505 Court St. #2N, Brooklyn, NY, 11231 Gena: 15190 Leicestershire St., #233, Woodbridge, VA, 22191

City _____ State _____ Zip Code _____

Preferred Phone: Craig: 917-445-0752 Gena: 917-566-4033

Alternate Phone _____

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

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Craig Bannister *Gena McGhee* Date 1/24/23

Signature

Clerk of Session *Sandra L Long* _____ Date _____

Signature



Presbytery _____ Date _____

Signature

Signature: *Craig Bannister*
Craig Bannister (Jan 24, 2023 21:41 EST)

Email: exitsl1@gmail.com