

**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 20909

Ministry Name Rumple Memorial Presbyterian Church

Mailing Address PO Box 393

City Blowing Rock State NC Zip Code 28605

Telephone Number 828-295-7675 Fax Number

Email rumplechurch393@gmail.com, office@rumplechurch.org

Web site rumplechurch.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 170

Church School Attendance 50

Church School Curriculum Godly Play, Feasting on the Word, Bible and Life Series, plus a variety of book and topical studies

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)
 Hispanic Latino/Latina, Spanish
 Middle Eastern
 Native Hawaiian or Other Pacific Islander
 98 White
 Other _____

Presbytery Salem Synod Mid-Atlantic

Community Type (select one)

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

Clerk of Session Contact Information:

Name Curt Salthouse
 Address 270 Willow Trail
 City Boone State NC Zip Code 28607
 Preferred Phone 828.265.8505 Alternate Phone _____
 E-mail curt.salthouse@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)
<u>No exp</u>	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

***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

<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"/>	<input type="checkbox"/> Other

Statement of Faith Required Yes No

Mission Statement

What is your congregation's or organization's Mission Statement? [1092 characters]

Rumple Memorial Presbyterian Church is a Missional church; called to Worship, empowered to Serve, inspiring Disciples, creating Community.

Worship, Mission, Education, and Community are the cornerstones of the body of Christ at Rumple Memorial Presbyterian Church. We believe that the Holy Spirit calls us:

- To Worship: to respond to God's presence and activity in our lives and in our world by worshipping God together within our Reformed tradition with reverence, humility, awe, wonder, and joy;
- For Mission: to participate in God's work in the world by ministering to the needs within and beyond the High Country and by engaging in the struggle to free people from sin, fear, oppression, hunger, and injustice;
- Through Education: to seek from God the transformation and renewal of our minds as we live and grow as disciples who daily journey together in the grace of God;
- In Community: to nurture, support, and guide people through the many seasons of personal and communal life in mutual ministries of care and compassion, sharing joys and sorrows, supporting in times of stress and need, and offering mutual forgiveness and reconciliation.

Built upon these four cornerstones, Rumple commits to follow Jesus Christ into a sustainable future that reaches far beyond our slate and stone.

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. [1471 characters]

Our deep rootedness in scripture, sacrament, and tradition, our robust music program, our commitment to Reformed principles, our old stone walls, and verdant grounds provide us with

meaningful experiences of God's presence and claim on our lives. At Rumble we feel both comfortable and challenged. It's a place where we experience a sense of belonging that challenges us to become more faithful and joyful. Leadership positions are open to any among us with the time, talent, and conviction to assume them, and any among us in need or facing problems will find help and support from Rumble. Rumble believes that we have a responsibility to strive to protect the integrity of the world God created and to take positions/actions on moral issues.

We live out our vision by helping members deepen their spiritual relationship with God; providing Christian education programs for all ages; helping members understand their use of financial resources, time, and talents as expressions of Christian stewardship; supporting the global mission of the church; helping members discover their own gifts for ministry and service; expressing our Reformed tradition; encouraging members to act on the relationship of the Christian faith to social, political, moral, and economic issues; participating in activities and programs with other religious groups.

We currently have an implementation team discerning how we might live out our vision more efficiently, sustainably, and faithfully.

2. How do you feel called to reach out to address the emerging needs of your community or constituency? **[1199 characters]**

We strive to be more involved in mission, more engaged in our community, and more visibly present in service toward our neighbors. The congregation at Rumble believes that a flourishing community characterized by social justice is at the heart of the gospel. Our community struggles with many real needs, needs entangled and exacerbated by poverty, abuse, addiction, neglect, isolation, and more. Rumble contributes directly and indirectly to many efforts to address these needs and to foster human flourishing, yet our members want more.

Rumble feels called to reach out to our community by offering worship that expresses the Gospel in contemporary language and forms and that provides a meaningful experience of God and the Christian tradition; providing a caring ministry for the sick, shut-ins, and the bereaved; creating community through fellowship opportunities for members; engaging in acts of benevolence and service with and for others, especially persons in need; offering Christian education for all ages; providing pastoral counseling to help members deal with personal problems; and by facilitating connections and relationships among the diverse inhabitants of and groups in our area.

3. How will this position help you to reach your vision and mission goals? **[1053 characters]**

We believe that adding an associate pastor will bring the resources, vision, and energy that we need to develop and execute a comprehensive ministry of spiritual growth and faith development for individuals and for the multiple generations that intersect through the worship, service, care, and all other connections that we facilitate across our congregation and community. We trust that the person in this position will ignite in children, youth, and adults a desire for a genuine and growing relationship with Christ by bringing vision, creativity, and innovation to church life, educational ministry, congregational care, fellowship, worship, and mission. In collaboration with the lead pastor, other staff, lay church leaders, and any and all other stakeholders in our community, we hope that our new and added pastor will enhance opportunities for spiritual growth, the formation of

Christian discipleship, congregational care, and communal justice such that all residents of our area become better equipped to be the light of Christ among us all.

4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization. [1327 characters]

Rumple's primary goal is to hire and install an associate pastor with the following characteristics and leadership competencies:

- **Teacher and Lifelong Learner with Strategy and Vision:** We expect our associate pastor to approach Christian education as an essential facet of discipleship at all age and developmental levels, to understand how Christian education fits within the mission and vision of our church, and to inspire us with energy, strategies, and innovation for new ways of pursuing Christian education.
- **Communicator and Collaborator with Organizational Agility and Effective Interpersonal Engagement:** We seek an associate pastor who is a team player, who develops a personal understanding of our congregation's culture, who is an effective communicator, and who is adept at building and facilitating interpersonal relationships within and beyond our congregation.
- **Bridge Builder with Initiative, Spiritual Maturity, Compassion, and Flexibility:** We want our associate pastor to be open minded, forward thinking, and theologically articulate, to possess a deep understanding of Christian discipleship and of the diversity of the body of Christ, who is available to visit and support us when we face crises or endure life's struggles, and who can walk alongside us with flexibility, compassion, and a sense of humor.

5. For what specific tasks, assignments, and programs areas will this person have responsibility? [1433 characters]

- Work alongside staff, elders, and church volunteers to supervise, coordinate, and share in teaching faith formation for all ages including: Sunday School classes, nursery programming, worship education, Wednesday afternoon programming for K-8, milestone recognitions, seasonal events, parenting classes, intergenerational events, and confirmation for youth.
- Communicate all programs, classes, and activities through appropriate communication tools available in and beyond the church (emails, texts, website, newsletters, yard signs, etc.).
- Supervise any Youth Intern(s) and Nursery Supervisor(s).
- Oversee all youth (6th-12th grade) programming and special events in coordination with Youth Intern and Youth Committee.
- Coordinate and train all volunteers who work with children and youth and ensure for Child Protection Policy training and background checks of all volunteers.
- Share in regular worship leadership and preaching (at least 6 times per year,) and training and education of weekly lay liturgists, administer the sacraments, officiate for funerals and weddings.
- Provide pastoral care for members and friends of Rumple in conjunction with the pastor and Congregational Care Committee and equip lay people to provide care for fellow church and community members.
- Attend staff meetings, Christian Education, Congregational Care, Missions Committee, and Youth Committee meetings, and other sub-committees of the same, and attend monthly Session meetings.

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		
1	<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>
2	<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>	3
		<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		
4	<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>

	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

	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.
5	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.	7	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.

6	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		
8	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.	9 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.
	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.	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
	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.	10 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.
	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.	

***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 <i>Effective</i> Salary \$	<u>\$40,500</u>	Maximum <i>Effective</i> Salary	<u>\$50,000</u>
Housing Type:	Manse		
	<u>X</u> 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: Jeff Smith

Address 131 Big Valley Street, Boone, NC, 28607

Phone Numbers 828.909.0715 (c)

Relation: COM liaison; Member of Salem Presbytery; Pastor of neighboring PC(USA) church in our county.

E-mail jeff@firstpresboone.net

Name: Steve Scott

Address 3950 Clemmons Road Clemmons, NC 27012

Phone Numbers 336.766.3393 ext 128

Relation: Interim General Presbyter of Salem Presbytery

E-mail sscott@salempresbytery.org

Name: Ms. Mary "Jinx" Miller

Address 341 Meadowview Dr, Apt 207, Boone, NC, 28607

Phone Numbers 828-355-9639 (h)

Relation: Coordinator of the Western Neighborhood of Salem Presbytery; Active member of the Presbytery and of a neighboring church; Involved in two ministries at Appalachian State University with which Ruple is deeply connected: The Listening Post and the Presbyterian–Episcopal Campus Ministry.

E-mail jinxmiller@gmail.com

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

Name: Davis Hankins (co-chair)

Address: 365 Highland Avenue

City: Boone

State: NC

Zip Code: 28607

Preferred Phone: 704-953-1624

Alternate Phone

E-mail Address for PNC Communications (required):

Name: Jennie Derby (co-chair)

Address 152 Crestwood Springs Ct.

City Boone

State NC

Zip Code

28607

Preferred Phone 828 963-6830

Alternate Phone 704 907-5687

E-mail Address for PNC Communications (required): rumplesearch@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee

Date

Signature

Clerk of Session

Date

Signature

Presbytery

Date

Signature