



**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 Name: North Avenue Presbyterian Church
Mailing Address: 607 Peachtree St NE
City: Atlanta State: GA Zip Code: 30308
Telephone Number: 404-875-0431
Email: YAAPsearch@napc.org
Web site: www.napc.org

Congregation or Organization Size: 651 - 1000 members

Average Worship Attendance 486

Church School Attendance 297

Church School Curriculum Gospel Light (Preschool); 252 Basics (Elementary Program); ; Adult discipleship includes the study and examinations of scripture, conversations on Street Theology, understanding the Great Commission by hearing testimonies of international experiences, and sharing of the Bible and Christian life with seekers. Methods of study include inductive and expository Bible study.

Ethnic Composition Of Congregation *(in whole %):*

- 9% Asian
- 14% Black or African American (African Native, Caribbean)
- <1% Hispanic Latino/Latina, Spanish
- <1% Middle Eastern
- 76% White

Presbytery of Greater Atlanta

Synod of South Atlantic



Community Type: Urban

Clerk of Session Contact Information:

Name: Don Handell

Address: 790 Wildwood Rd. NE

City: Atlanta State: GA Zip Code: 30324

Preferred Phone: 404-875-5853 E-mail: dhandell@bellsouth.net

Position title: Associate Pastor for Young Adults

Employment Status: Full Time

Language Requirements: English

Statement of Faith Required: Yes

Mission Statement

What is your congregation's or organization's Mission Statement?

*To love and worship God,
to be transformed as we grow in Christ,
to make visible the Kingdom of God as we serve Atlanta and the world.*

NARRATIVE QUESTIONS

- 1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.**

We live our vision of "*becoming Christ followers who love God and neighbor*" through the Christ-centered teaching and preaching of the Bible and the intentional outreach to our communities and neighborhoods. Currently in our two Sunday worship services, we strive to cultivate a physical and virtual space where people can meet God corporately and personally. Our discipleship opportunities



(small groups, Bible studies, Sunday Schools) and various ministries (Youth, Children & Family, Congregational Care, etc.) help us to grow in our relationship with God and one another.

We define “neighbor” as anyone we encounter, wherever we live, work, and play. We are becoming more intentional about creating a space where we can invite others, who are new to or estranged from the church into our lives and community. We believe that we make visible God’s Kingdom on earth when we meet the needs of the world with Christ’s sacrificial love. We are purposeful in our mission partnerships with local organizations such as Feet on the Street, Atlanta Mission, the Atlanta Children’s shelter, etc. to address issues such as homelessness and poverty. We extend our welcome to international students by opening our homes and offering airport pick-ups. We also support refugees in our community through partnerships with Memorial Drive Ministries and Friends of Refugees. We join in God’s work and love our brothers and sisters in the global church through financial giving, prayer, and personal relationships.

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

Atlanta is a rapidly growing city with a very diverse population. In the current climate, people are increasingly feeling disconnected, lonely, and frustrated with the injustice they experience and/or witness. We see a deep need for Christ-centered lives, intentional connection, and the work of reconciliation in the life of our community. In this season, our congregation is called to three strategic focuses:

Holistic Discipleship — transforming the entire person into the image of Jesus through worship, learning, serving our neighbor, and spiritual practices. Our goal is to be growing disciples who can think, change, flourish, and live redemptively in our world because of their understanding of who Jesus is and who he’s called us to be.

Intentional Connection — becoming a church where all can belong, find acceptance, seek the justice of God’s Kingdom, and serve others. Our welcome extends beyond the front door into every congregational activity and into our personal lives to form authentic relationships.

Relational Outreach — Jesus calls us to engage, love, and serve our neighbors as ourselves, inviting them to join us in following him. We seek to build healthy relationships as we carefully listen to each other’s needs, questions, desires, problems. We will use our resources to partner with our community to build bridges and address the physical, relational, and spiritual needs of our neighbors in Midtown, throughout the city, and in the world where we live.



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

The largest demographic of Midtown, where NAPC is located, is young adults between the ages of 18 and 35 with 65% of residents unchurched. The young adult age groups define the emerging culture of Midtown. NAPC is within walking distance of Georgia Tech and Georgia State University, and only a few miles away from four of the oldest and largest historically Black colleges and universities, known as the Atlanta University Center Consortium.

For NAPC to truly love and reach our community, we must include an emphasis on ministering to the young adult population. We see the importance of having an associate pastor who intentionally builds authentic relationships with the students on nearby campuses as well as with young adults who live in the city. Historically, when NAPC had staff members who were in this demographic, the young adult membership grew and we had a thriving community of young adults in the life of the church. Many of those are still committed members and serving in church leadership.

Without a dedicated pastor for this demographic, the young adult ministry has been sustained through lay leadership. While the international student ministry has been successful, there has been no sustained outreach to university students and unchurched young adults. NAPC is uniquely positioned with such great potential to reach so many young adults. We hope that this position will help young adults in Atlanta find a connection to God and the community at NAPC.

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 leader who can make, grow, and equip disciples of Christ. This leader must be spiritually mature in their faith, culturally savvy in their experience, conversant with the questions, struggles, and doubts of the unchurched, disconnected, and “spiritual but not religious”. They understand the spiritual hunger of the younger generation and the frustration that the Church has not provided an expression for authentic, Biblical expressions of Christian spirituality.

We are looking for the following qualifications and Skills

- A passion for the Gospel of Christ and evident fruits of the Spirit
- Experience and proven effectiveness in leadership, teaching, and gathering people.



- Ability to articulate a vision for ministry to young adults, evangelistic outreach, and community engagement and to recruit volunteers in carrying out that vision
- Flexibility and preparedness to adapt to changing circumstances
- Willingness to take risks and try new approaches
- A generous spirit and desire to work collaboratively with team members
- A commitment to good communication and preparedness
- A healthy and growing self-awareness and emotional maturity
- Ability to work collaboratively in a team environment
- Master of Divinity, minimum, and ordained or ordainable in the PC-USA

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

- Teach or delegate teaching responsibilities for a Sunday School class on Sunday morning.
- Provide overall coordination, direction, and training of a leadership team.
- Personal one-on-one mentoring.
- Provide overall leadership to the young adult ministry, including: special events and social gatherings, communications, social media, campus outreach, discipleship, leadership development.
- Develop and implement an Assimilation Plan for NAPC.
- Lead the Membership Class.
- Along with the Senior Pastor, plan, provide leadership for a 5:45 p.m. service.
- Coordinate volunteer logistics team for 5:45 service.
- Teach, preach, and participate in the morning worship services as needed, under the direction of the Senior Pastor.
- In coordination with the GROW team, develop and oversee a comprehensive program of discipleship with young adults.
- Assist the Senior Pastor and Ministry Staff in strategic planning, vision implementation, officer training, etc.
- Participate on the Ministry Staff Team.
- Make pastoral visits as appropriate and when requested.
- Participate in baptisms, weddings, funerals, and Holy Communion as requested.
- Be present for pastoral care and connection at each of the worship services.
- Attend all staff meetings/officer meetings.
- Participate in the governing bodies of the PC (USA).



OPTIONAL LINKS

www.napc.org

<https://wearelazarus.org/healthday/>

<https://www.fellowship.community/>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
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.	X	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.



X	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.	X	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.	X	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		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally



	common ground and elicit cooperation from others in crafting mutual solutions.		regarded as offering solutions and suggestions that are correct and effective.
	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			
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.	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>Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.</p>	<p>Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate</p>
X	<p>Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.</p>	<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.)

***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)



REFERENCES

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: Rev. Jeff Meyers
Address: 755 Mimosa Blvd. Roswell, GA 30075
Phone Numbers: 770-649-4504
Relation: Former Associate Pastor; Neighboring Church Pastor
E-mail: Jeff@RoswellPres.org

Name: Rev. Thomas Daniel
Address: 3003 Northland Drive, Austin, TX 78757
Phone Numbers: 512-454-5231
Relation: Former Minister to Young Adults; current Senior Pastor Covenant Presbyterian TX
E-mail: TDaniel@covenant.org

Name: Dr. Benson M. Karanja, Ed.D., H.S.C.
Address: Beulah Heights University 892 Berne St, SE, Atlanta, GA 30316
Phone Numbers: 770-507-2298
Relation: Mission Partner; Past Elder
E-mail: benson.karanja@beulah.org

E-mail Address for PNC Communications (required): YAAPSearch@napc.org
