



**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: 10467

Ministry Name: Northridge Presbyterian Church

Mailing Address 6920 Bob O Link Dr, Dallas, TX 75214

City: Dallas State Texas Zip Code 75214

Telephone Number: (214) 827-5521 Fax Number \_\_\_\_\_

Email: [pnc@northridgepc.org](mailto:pnc@northridgepc.org)

Web site: [www.northridgepc.org](http://www.northridgepc.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 184



**Church School Attendance** 173

**Church School Curriculum** We use a variety of denominational curricula through Jr. High, followed by our own written curricula for high school youth and adults.

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)

  1% Hispanic Latino/Latina, Spanish

       Middle Eastern

       Native Hawaiian or Other Pacific Islander

 95% White

Other  2%

Presbytery Grace Presbytery Synod Synod of the Sun

**Community Type (select one)**

       College

       Rural

       Suburban

       Small City

       Town

  x   Urban

       Village

       Recreation

       Retirement

       N/A

**Clerk of Session Contact Information:**

Name Marisu Fenton

Address 5847 Mercedes Ave.

City Dallas State TX Zip Code 75206

Preferred Phone 214-827-0326 Alternate Phone                     

E-mail mfenton@sbcglobal.net 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
<b>6 or more years in ordained ministry</b>	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) Senior Pastor / Head of Staff

**\*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):

<b>Interim/Transitional Ministry Training</b>	<input type="checkbox"/>	<b>Interim Executive Presbyter Training</b>	<input type="checkbox"/>
<b>Certified Christian Educator</b>	<input type="checkbox"/>	<b>Certified Business Administrator</b>	<input type="checkbox"/>
<b>Certified Conflict Mediator</b>	<input type="checkbox"/>	<b>Clinical Pastoral Education Training</b>	<input type="checkbox"/>
<b>Other</b>	<input type="text"/>		

**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="text"/>	Other

**Statement of Faith Required**  Yes                       No



## **Mission Statement**

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

Northridge Presbyterian Church responds to God's grace as revealed in Holy Scripture and in the living example of Jesus Christ. Through worship, teaching, service, and fellowship, we demonstrate the good news of the Gospel and minister to the spiritual and physical needs of others. We recognize a responsibility beyond ourselves to live and serve with love and to seek peace and justice in God's world.

## **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.*

Founded in 1905, Northridge has been at its present location since 1950, in the beautiful, established and vibrant neighborhood of Lakewood in East Dallas. A local, multigenerational "neighborhood church," Northridge has an open, inclusive, nurturing culture with a strong orientation towards mission. Grounded in the Reformed tradition, Northridge is a Christian community that glorifies God through ministry, mission and service that aspires to:

- Provide inclusive worship that welcomes all people and offers meaningful spiritual experiences.
- Study and teach the Bible and to provide a source of hope and direction for people's lives.
- Respect individual differences and nurture one another with prayer, support and fellowship.
- Promote good stewardship of God's earth and its resources, as well as our own spiritual and material gifts.
- Share God's love by responding to our community and world with compassion.

The center of Northridge's ministry is to provide an exceptional worship experience that inspires our members. With this core ministry in mind, the congregation built a beautiful, welcoming sanctuary in 2001 that received a design award from the Dallas Chapter of the AIA. In 2019, we will complete construction of a multi-year project: a \$6 million Christian Education and Administrative wing designed to serve the community and our growing congregation for years to come.



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

Northridge has a long tradition that emphasizes benevolence and mission as central to the meaning of “church.” We are Christ’s body in the neighborhood, the community, and the world. We share a strong commitment to being Christ’s body in widening circles of witness. Northridge has always committed a significant amount of its financial resources towards its local and word-wide missions.

We seek engagement with our neighbors as we welcome newly arrived refugees through our Northridge Without Borders ministry, teach English as a second language through Literacy Achieves, and support many other hands-on missions through our 22 mission partners. We offer meeting space in our building for community groups, including Boy Scouts of America Troop 64 and the Northridge Child Development Center, and we hope to host more of our neighbors once we occupy our new space. We reach further out by means of mission trips for families, youth, and adults, and we support our mission co-workers in Mexico and the Philippines.

Throughout the year, we offer “special giving projects” for our members, including gift bags for the residents of the VA Hospital and our 2 Pencils alternative gifting project, which allows members to make gifts to selected mission partners. Northridge helped to establish Seeds of Hope Community Garden for new refugee families, and we have bi-annual work days to help these families make repairs and prepare the gardens for a new season of growing.

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

According to Pew Research Center surveys, the percentage of adults in the United States who self-identify as “Christian” is on the decline. Attendance, participation, and financial support of church congregations is on the decline across all mainline Protestant denominations, especially among Millennials. Northridge is neither immune from nor unaware of these trends, but what others might see as challenges, Northridge sees as opportunities. We seek a Senior Pastor who shares this core belief and vision.

It is imperative for our new Senior Pastor to relate to all generations, to know how to communicate across generational divides, and to lead in such a way that each generation in the church is invested. Consistent with our core ministry, Northridge has a strong need for a Pastor that excels at imaginative, inspirational, intelligent, and inclusive preaching. These are essential attributes for Northridge to thrive and grow.

But leading a congregation through both societal and institutional change requires more than exceptional preaching. It requires a Senior Pastor who has a clearly defined sense of self, who can handle the inevitable crosswinds that change brings about, who isn’t afraid to make mistakes, and who helps create a vibrant, energetic, and collegial leadership team for the church’s future. Northridge is grateful for its



gifts and seeks to be courageous with its call, that we might continue to grow as Christ's body in our community.

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

Northridge seeks a truly exceptional pastor who is spiritually mature, and is outgoing, energetic, and eager to serve a growing congregation. Northridge is a welcoming place with a committed membership. It seeks a Senior Pastor who sets the example for welcoming visitors and new members while being able to maintain strong relationships with our long-time members.

Our new Senior Pastor should feel at home in a congregation with a wide range of theological viewpoints, and will be excited to think creatively about how we can be relevant for the 21<sup>st</sup> century without losing our core identity as a "church that feels like church and welcomes like family." We desire to be a congregation that is simultaneously flexible, traditional, nimble, and theologically grounded. The new Senior Pastor should share our passion for mission, our compassion and empathy for those who suffer, and be excited about helping our church grow spiritually, emotionally, and numerically.

Northridge and its new Senior Pastor must have the courage to try out new ideas, to reach out to new people, to suffer with God, and to embrace the imagination that God has for us to live in the world, rejoicing in the power of the Holy Spirit.

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

The Senior Pastor will have primary responsibility for worship, for strategic planning, for working with our Associate Pastor in Christian education, youth ministry, mission and membership integration, and for working with all staff members to form a vibrant, energetic, and imaginative ministry team. The Senior Pastor shall moderate the Session and congregational meetings, and shall perform the responsibilities required of an installed pastor under the Book of Order.

The Senior Pastor will lead worship each Sunday with the assistance of the Associate Pastor, will preach 36-40 times per year, and will conduct weddings and funerals as necessary. The Senior Pastor will also share pastoral care responsibilities, including hospital visitation and pastoral counseling as needed with the Associate Pastor and the Board of Deacons. We expect that the Senior Pastor will enjoy teaching, and be able to conduct classes for all ages (adults, youth, and children) during the program year. The congregation is supportive of our Senior Pastor and Associate Pastor taking active leadership roles in the presbytery.

Pay for the Senior Pastor will be commensurate with experience, and we will work with candidates to fashion an employment package that works for everyone.



## 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)

Church Website: <https://northridgepc.org>

Status of Pastor Search: <https://tinyurl.com/yycb4ktc>

Documents from the PNC: <https://tinyurl.com/yxdqkdxh>

Northridge Mission Study Report: <https://tinyurl.com/y3bnwvqr>



**THEOLOGICAL/SPIRITUAL INTERPRETER**

X	<b>Compassionate</b> – 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.		<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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	<b>Spiritual Maturity:</b> 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.
	<b>Lifelong Learner</b> – 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	<b>Teacher</b> – 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	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	<b>Public Communicator</b> - 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.		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
X	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		

**ORGANIZATIONAL LEADERSHIP**

	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.



	organization.	
	<b>Externally Aware</b> - 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.	<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.	<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.	<b>Decision Making:</b> 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.
	<b>Organizational Agility:</b> 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 <b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.	<b>Funds Developer</b> – 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	<b>Collaboration:</b> 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.	
<b>INTERPERSONAL ENGAGEMENT</b>		
X	<b>Interpersonal Engagement</b> - 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	<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.



	adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.		
X	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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
	<b>Initiative:</b> 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.		<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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 **Effective** Salary \$90,000 \_\_\_\_\_ Maximum **Effective** Salary \$110,000 \_\_\_\_\_

Housing Type \_\_\_\_\_ Manse  
 \_\_\_\_\_ 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: Ted Wardlaw – Austin Presbyterian Theological Seminary

Address: 100 E. 27th Street, Austin, Texas 78705

Phone Numbers: 512-404-4824

Relation: Friend of the congregation

E-mail: [tjw@austinseminary.edu](mailto:tjw@austinseminary.edu)

Name: Jay and Linda Kopel

Address: 216 Galway Drive Chapel Hill NC 27517

Phone Numbers: Mobile: (214) 697-4577; Other: (828) 737-9703

Relation: Former Members

E-mail: [ljkopell@gmail.com](mailto:ljkopell@gmail.com); [jaykopel09@aol.com](mailto:jaykopel09@aol.com)



Name: Frank Stevenson  
Address: 5346 Wenonah Dr., Dallas TX 75209  
Phone Numbers: 214-740-8469  
Relation: Past President, State Bar of Texas 2016-17 and member  
E-mail: [fstevenson@locklord.com](mailto:fstevenson@locklord.com)

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

Name Michael Buchanan  
Address 2511 Cambria Blvd.  
City Dallas State Texas Zip Code 75214  
Preferred Phone 214-215-9883  
Alternate Phone 214-624-1146  
E-mail Address for PNC Communications (required): [pnc@northridgepc.org](mailto:pnc@northridgepc.org)

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*



Name: Frank Stevenson  
Address: 5346 Wenonah Dr., Dallas TX 75209  
Phone Numbers: 214-740-8469  
Relation: Past President, State Bar of Texas 2016-17 and member  
E-mail: fstevenson@locklord.com

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

Name Michael Buchanan mike.buchanan@odnss.com  
Address 2511 Cambria Blvd.  
City Dallas State Texas Zip Code 75214  
Preferred Phone 214-215-9883  
Alternate Phone 214-624-1146  
E-mail Address for PNC Communications (required): pnc@northridgepc.org

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee \_\_\_\_\_ Date JULY 1, 2019  
*Signature* David Nell  
Sarah Nicholson w/ Admission  
Bill Swain  
Jay Coy  
Ray Chappell  
Kathie Watson  
Michael R. Parker

Clerk of Session Jeffrey Budge CLERK PRO TEM Date JULY 8, 2019  
*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_  
*Signature*