



**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 10832

Ministry Name Nashua Presbyterian Church

Mailing Address 1010 West Hollis St.

City Nashua State NH Zip Code 03062

Telephone Number 603-889-1170 Fax Number _____

Email npc-c@hotmail.com

Web site www.nashuapresbyterian.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 40 in the church and via Zoom



***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>
0 – 5 years	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) Pastor

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	_____ 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 Yes _____ No

Mission Statement

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

We, the members of the Nashua Presbyterian Church (NPC), believe in one all-powerful God, who creates us, loves us, and saves us through his grace, which is manifest in the sacrifice of his son, Jesus Christ. We rejoice in the presence and power of the Holy Spirit in our lives. We are grateful to God for bringing us together from distant locations, with varied backgrounds and views. We are committed to being a warm and welcoming family, caring for each other and offering assistance to those in need. We



are dedicated to participation in local mission and broader outreach through the connectional nature of the world wide programs of the PC (USA). We are confident that by worshiping, praying, working, studying, and enjoying fellowship, with a strong faith in God's love, that we can nourish one another, learn to live by Jesus' example, help others, and spread the good news of the gospel.

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.

"All Are Welcome" is one of our guiding principles and we provide a safe and caring atmosphere where all can worship. We welcome existing and new members of the congregation with joyful music and fellowship before and after worship. Through the fruits of our gardens and our volunteers, we support the Nashua Soup Kitchen. Volunteers from the Deacons support activities at Family Promise and Stepping Stones. Our music ministry enhances the Sunday worship service both in the Sanctuary and at home via Zoom. We take our scripture seriously and express it through "a joyful noise." Through challenging sermons, relevant to our lives and delivered from the heart of the pastor, our congregation is led toward the acceptance of Christ and the love of God. This fosters an eagerness and a willingness help our community in any way possible. Our vision is reflected by the missions we serve, and the goals and objectives identified by our Session. Our Session approved the following goals:

Find an energetic and enthusiastic pastor.

Expand the music ministry.

Grow the congregation.

Develop a mentorship program to assist new members.

Expand Christian education program.

Create a mechanism to identify NPC church people at mission functions.

Continue our work at the Missions.

Rekindle the excitement that revolved around the choir on Sunday mornings.

Continue to improve and enhance service at home and in the sanctuary.

Continue to grow as a Matthew 25 congregation.

Expand our website and social media presence.

Increase the congregation's knowledge of the greater Presbyterian Church.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?
We began with only a handful of people and grew slowly over the years. Membership has ebbed and flowed with the economy and with changes in location and leadership. After years of searching for a



permanent place to worship, we were able to purchase land in suburban Nashua and built the “Nashua Presbyterian Church in the Woods.” <http://www.nashuapresbyterian.org>

We are concerned with outreach for the less fortunate and historically give of our time and resources for local needs. Issues such as inadequate housing, substance abuse, and youth homelessness concern us, but we admit to a lack of knowledge about other issues such as services for the aging and unemployment. Historically, we are generous in our mission giving of both time and financial assistance.

In 2020, NPC became a Matthew 25 congregation. Of the three foci, our primary focus is on contributing to eradicating systemic poverty. We are dedicated to working with groups in Nashua who share the same commitment. Such groups include Stepping Stones, Nashua Soup Kitchen and Shelter, Family Promise, and the Transitional Living Program at the Nashua Children’s Home.

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

While Nashua Presbyterian Church successfully functions as a congregation, there is no one person to coordinate and oversee all the critical functions of an active church. We want a leader to set our targets, pace, and culture. With a strong pastor to lead and encourage our efforts, we believe we can reach more people through our existing missions and develop more opportunities to serve. We strive to live up to the words in our Mission Statement, “to rejoice in the presence and the power of the Holy Spirit” and “spread the good news of the Gospel.” Proverbs 27:25 “Be diligent to know the state of your flocks and attend to your herds.”

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

Our congregation places a high emphasis on members in mission in the community. We want a pastor to be involved in these missions and in the Interfaith leadership in the community.

The ideal candidate:

Demonstrates experience in preaching, teaching, leading a group, and being able to work with individuals who may not always embrace change. Desirable characteristics include flexibility and creativity.

Assesses the strengths of individual church members and draws them into participating in a way that takes advantage of their strengths.

We want our pastor to practice pastoral self-care and maintain open communication about any needs.

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

The pastor is responsible for the following:

Providing leadership in the worship life of the congregation, pastoral outreach to members and friends of the congregation.

Working with the Church leadership to further the stated goals of the congregation.



Preaching, teaching, promoting spiritual growth, administering the sacraments, providing comfort and care through ministry and personal counseling, moderating the session, and meeting with various committees of the church.

Providing advice and support for expanding our Christian education offerings to a wider segment of the congregation, providing pastoral care, and training for Elders and Deacons.

Participating in local interfaith activities, community, and global outreach, and in the local Presbytery.

Encouraging and supporting the missions of the church and its fund-raising efforts.

Administering the small staff (currently a part-time Communication Specialist and a part-time pianist).

Collaborating with the worship and music planning committees.

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.	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		
X	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.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



ORGANIZATIONAL LEADERSHIP

X	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.
X	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.
X	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.	X	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.
	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		
<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>
<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 \$45,000.00 _____

Maximum *Effective* Salary \$ 55,000.00 _____

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?

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 Rabbi Jon Spira-Savett

Address 4 Raymond St. Nashua, NH 03064

Phone Numbers 603-883- 8184

Relation Friend of the Church

E-mail RabbiJon@TBANashua.org

Name Rev. Leah Rumsey

Address 22 Sunset Road, Westminster, MA 01473

Phone Numbers 517-449-8145



Relation Stated Supply Pastor

E-mail leahrumsey@g.harvard.edu

Name Rev. Dr. Allen Timm

Address 3 Hood Drive, Andover MA 01810

Phone Numbers 586-899-8708

Relation Moderator of Session and Presbytery Liaison

E-mail Al_Timm@yahoo.com

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

Name Co Chair David Millner Co Chair Coleen Brady

Address 64 Farmwood Drive 149 Shore Drive

City Nashua State NH Zip Code 03062

Preferred Phone 607-316-4212 for David 603-557-4527 for Coleen

Alternate Phone _____

E-mail Address for PNC Communications (required): djmillner@aol.com cbrady27@comcast.net

ENDORSEMENTS

Pastor Nominating Committee

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature



Relation Stated Supply Pastor
 E-mail leahrumsey@g.harvard.edu

Name Rev. Dr. Allen Timm
 Address 3 Hood Drive, Andover MA 01810
 Phone Numbers 586-899-8708
 Relation Moderator of Session and Presbytery Liaison
 E-mail Al_Timm@yahoo.com

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

Name Co Chair David Millner Co Chair Coleen Brady
 Address 64 Farmwood Drive 149 Shore Drive
 City Nashua State NH Zip Code 03062
 Preferred Phone 607-316-4212 for David 603-557-4527 for Coleen
 Alternate Phone _____
 E-mail Address for PNC Communications (required): djmillner@aol.com cbrady27@comcast.net

ENDORSEMENTS

Pastor Nominating Committee
 Search Committee David J Millner Coleen Brady Date 9/20/22
 Signature

Clerk of Session PRO TEM John Chevrolet Date 9/20/27
 Signature

Presbytery _____ Date _____
 Signature