



**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

Ministry Name The Fourth Presbyterian Church of Chicago

Mailing Address 126 E. Chestnut Street

City Chicago State IL Zip Code 60611

Telephone Number (312) 787-4570 Fax Number (312) 787-4574

Email asantos@fourthchurch.org

Web site www.fourthchurch.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 1,000

Church School Attendance 175



Church School Curriculum Self-created for 3's through 12th grade

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
_____ 5% Asian
_____ 8% Black or African American (African Native, Caribbean)
_____ 2% Hispanic Latino/Latina, Spanish
_____ Middle Eastern
_____ Native Hawaiian or Other Pacific Islander
_____ 84% White
Other _____ 1% _____

Presbytery _____ Chicago Presbytery _____ Synod Lincoln Trails

Community Type (select one)

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

Clerk of Session Contact Information:

Name Andrew R McGaan
Address Kirkland & Ellis LLP; 300 North LaSalle
City Chicago State IL Zip Code 60654
Preferred Phone (312) 862-2183 Alternate Phone _____
E-mail andrew.mcgaan@kirkland.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)
5-10 years	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



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

***Employment Status**

Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? No _____ Yes
 (If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes _____ No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training <input checked="" type="checkbox"/>
Other <u>At least 1 unit of CPE training</u> _____	

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	<u>we welcome additional abilities</u> _____ Other	

Statement of Faith Required Yes _____ No



Mission Statement

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

We are a light in the city reflecting the inclusive love of God. Comforted and challenged by the Gospel of Christ, we strive to be a welcoming, serving community.

At the intersection of faith and life, we share God's grace through worship, preaching, education, and ministries of healing, reconciliation, and justice.

We affirm the worth of all and nurture each individual's spiritual pilgrimage. Inspired by our heritage, we confront our future with hope and confidence in God's purpose.

Supplemental Information on History and Mission

Legacy. Founded in 1871, Fourth Presbyterian Church moved to Michigan Avenue in 1914 and has become a destination for families and young adults. Today Fourth Church is a large congregation with four Sunday worship services and a full-time and part-time staff of 165. On average annually, we baptize 65 infants, confirm 25 8th-graders and welcome 150 new members.

Congregational Life. Our recently updated records show a congregation of over 5,400 members. Programs include Sunday School, adult education, fellowship groups, and a Center for Life and Learning serving older adults. The annual budget of the church and its programs is approximately \$8.2 million.

Outreach and Mission. Chicago Lights, our 501(c)(3) nonprofit mission arm, is a vital part of our operation. It manages many Fourth Church outreach services, including a tutoring program founded in 1964. See www.fourthchurch.org/chicagolights. Fourth Church also organizes and funds local, national and international mission outreach each year.



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.

Fourth Church is a vibrant community with commitment to our mission. Our vision is to celebrate and deepen our commitment using the following gifts:

Active, Diverse Congregation

Fourth Church is an active congregation, attracting members of diverse faith backgrounds and life experiences. People are drawn to the church by worship services, music and arts programs, mission activities, and major life events. Our four-generation urban church provides unique opportunities for enrichment and service.

Strong Pastoral Staff and Lay Leaders

A staff of 7 ordained clergy work with the Pastor to lead the congregation through teaching, preaching, and hands-on programs. Fourth Church also is blessed with committed lay leaders who make up our 37-member Session, 50-member Board of Deacons, 21-member Board of Trustees (overseeing financial, legal, and property affairs), and 21-member Chicago Lights Board. Our Personnel Committee works with the Pastor and Sr. Assc. Pastor to plan staffing and administer annual reviews. Our joint Finance Committee works with staff on financial matters.

Discipleship

Discipleship is a central conversation at Fourth Church. We strive to be a church that embraces racial equity by purposely including all people, demonstrating radical hospitality, and modeling an antiracist approach. Part of this includes actively defining how the congregation can more deeply engage in addressing interfaith, racial, and cross-cultural issues facing our city, the church, and the world.



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

Fourth Church's ministry reflects key theological issues of our church and society.

Reformed and Always Reforming

We believe the Gospel guides our care for the world and one another. This is reflected in our strong Reformed worship and insightful preaching tying the Word of God to issues and struggles of contemporary life; in education programs focused on Christian discipleship, Bible study, and spiritual formation; and in mission programs that engage volunteers with the world. We continue to reform our worship services and ministry programs to meet our community's emerging needs, like the global pandemic, and preexisting needs that have gone unrecognized.

A Light in the City

Fourth Church believes that Christ calls us to put our faith into action by reaching out to all people with special care for the least, the lost, and the lonely. Our Interfaith Resource Committee supports engagement with our Jewish and Muslim neighbors and other faith communities. Our Racial Equity Council guides us as we expand our active leadership of conversations on racial tension, working to increase understanding of cross-cultural issues and values. We welcome and affirm the LGBTQIA+ community and continue to educate ourselves on how to shape our words and actions for further inclusivity.

A Leader in the PC(USA) and the Nation

Fourth Church clergy and members have held significant leadership roles in the PC(USA), NEXT Church, and the Presbytery of Chicago. We are a founding member of the Covenant Network.



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

The role of Associate Pastor for Caring Ministries and Spiritual Formation is at the heart of caring for members, attenders, and staff of Fourth Church and furthering the spiritual growth of all.

The position carries forward the vision and mission of Fourth Presbyterian Church: to strive to be a welcoming, serving community through ministries of healing, reconciliation, and justice; and affirming the worth of all and nurturing each individual's spiritual pilgrimage.

Fourth Presbyterian Church has a vision exemplified by its strategic directions (provided in the link below narrative 5). The Associate Pastor of Caring Ministries and Spiritual Formation will partner with individuals, committees, councils, and church staff to carry out these initiatives.



4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
- Pastoral - to convey and present pastoral care in a manner that reaches all church members and its extended community.
 - Open-minded - to examine new and unfamiliar experiences with an open mind and open heart as one engages the fullness of Fourth Presbyterian Church.
 - Inspirational - to move people in a way that directs them to walk a journey that leads to their spiritual fulfillment.
 - Mindful - to be fully present when providing care.
 - Compassionate - to support individuals in times of personal stress or when spiritual faith is being challenged.
 - Available - to observe people and situations and take initiative to care for individuals and the community.
 - Value others - to recognize and willingly respect that others of diverse backgrounds and experiences add value.
 - Strategically focused - to see the church as a ministry that trusts in God's abundance while practicing good stewardship to safeguard its present and to ensure that it thrives well into the future.
 - Humor - to feel comfortable engaging in the lighter side of pastoring.
 - Morally principled - to lead at all times utilizing good decision-making practices with unquestionable integrity.
 - Embraces life - a person whose genuine faith shines through, offering warmth, love, and kindness.



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

- Oversee and/or coordinate the multiple facets of Caring Ministries including:
 - pastoral care by clergy for hospital and home visits
 - staff support to Stephen Ministry and the Board of Deacons
 - staff support to the Caring Ministries Council, a committee of the Session
- Provide staff support and program leadership to the Spiritual Formation Council
- Supervise and support the Parish Associate for Older Adults
- Promote awareness, utilization, and principles of Caring Ministries
- Convene and coordinate the work of the Caring Ministries Team (Parish Associate for Older Adults; Directors of the Elam Davies Social Service Center, the Center for Life and Learning, and the Replogle Center for Counseling and Well-Being; and the Director of Volunteer Ministry)
- Organize and coordinate Care Teams of church members when needed
- Supervise Ecclesiastical Relations Council enlistment of representatives to Councils of the PC(USA) and support the work of the Seminarian Care Sub-Committee
- Coordinate memorial/funeral services with Events Coordinator and officiate when a pastoral relationship is not otherwise in place
- Develop and manage the Caring Ministries and Spiritual Formation budgets
- Participate in Sunday morning, seasonal, and special worship services as assigned
- Participate in monthly Session meetings and weekly staff meetings
- Other duties as assigned

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)

<https://www.fourthchurch.org>
<https://www.fourthchurch.org/news/strategic-directions.html>



***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.	X
X	Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X
	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.	
		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.
		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.
		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.	
	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.	
X	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)



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.
	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.
X	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.	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.		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.	X	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.		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 *Effective* Salary \$ \$75,000 Maximum *Effective* Salary TBD

Housing Type Manse
 Housing Allowance X
 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 Anthony Hipp
Address _____
Phone Numbers 336-314-2547
Relation Member of Fourth Presbyterian Church, Outgoing Deacon Moderator
E-mail anthonyrhipp@gmail.com

Name Sue Krummel
Address 815 West Van Buren Street, Suite 415; Chicago, IL 60607
Phone Numbers (312) 388-4015
Relation Executive Presbyter, Presbytery of Chicago



E-mail skrummel@chicagopresbytery.org

Name Rev. Amy E. Pagliarella

Address 2108 West Giddings Street; Chicago, IL 60625

Phone Numbers (312) 498-6598

Relation Friend of Fourth Presbyterian Church

E-mail amy.e.pagliarella@gmail.com

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

Name Sarah Younger

Address c/o 126 E. Chestnut Street

City Chicago State IL Zip Code 60611

Preferred Phone 312-207-9442

Alternate Phone _____

E-mail Address for PNC Communications (required): sarah.younger@att.net

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Clerk of Session  Date April 26, 2021

Signature

Presbytery _____ Date _____

Signature

