



# On Calling A Pastor

**Church Leadership Connection (CLC)**

**Office of the General Assembly  
Mid Council Ministries  
Ordered Ministries and Certifications**

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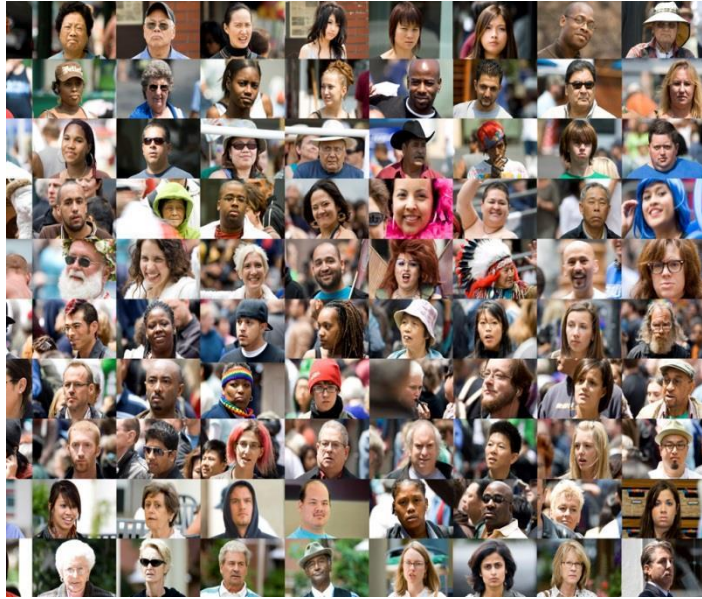


## **MISSION**

***“To help search committees and call seekers with a high likelihood of ‘fit’ to make an initial connection, relying on them to go deeper in exchange of information, conversation, and discernment.”***

# Underlining Principles of CLC

- The call is a process of spiritual discernment that involves the call to an individual confirmed by a calling body.
- CLC is a tool in this broader call process.
- CLC is a web-based system that provides global access and visibility.
- CLC policies are in compliance with the *Book of Order*.
- CLC policies do not supersede the authority of mid councils but work in partnership to support presbytery mission.
- CLC adheres to values of fairness and openness.

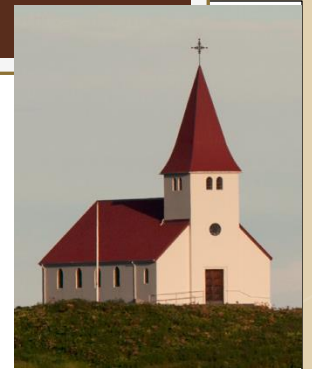


# Who Can Use the System?

CLC is restricted to individuals who have standing within the PC(USA) and those with official ties to the denomination.

# Who May Enter a Ministry Information Form (MIF)?

- PC(USA) congregations
- PC(USA) Joint Congregational Witness (Union Churches)
- PC(USA) educational and theological institutions
- PC(USA) conference centers
- PC(USA) General Assembly agencies
- Other entities, such as hospitals, nursing homes, and retirement facilities with official ties to the PC(USA)



# Who May Enter a Personal Information Form (PIF)?

- PC(USA) teaching elders in good standing.
- PC(USA) candidates for ministry who have been certified “ready for examination for ordination, pending a call.”
- Christian educators, deacons, elders, and lay professionals who are members of a PC(USA) congregation.
- Ministers of other denominations who are transferring their membership to the Presbyterian Church (U.S.A.) and have completed the requirements for transfer except for the call.



## Church Leadership Connection

OGA HOME CHURCH LEADERSHIP CONNECTION

MID COUNCIL  
MINISTRIES

CHRISTIAN  
EDUCATORS

CHURCH LEADERSHIP  
CONNECTION

- [About CLC](#)
- [Call Seekers \(Personal Information Form\)](#)
- [Calling Organizations \(Ministry Information Form\)](#)
- [Attestation and Call Forms](#)
- [Opportunity Search](#)
- [Applicants and Positions Report](#)

COMMISSIONED  
RULING ELDERS

CONSTITUTIONAL  
INTERPRETATION

IMMIGRATION

MINISTERS/  
TEACHING ELDERS

PREPARATION FOR  
MINISTRY

REPRESENTATION

# Church LEADERSHIP Connection

Church Leadership Connection (CLC) is the Internet-based matching and referral system of the Presbyterian Church (U.S.A.). A system of login IDs and passwords helps guarantee security and confidentiality within CLC.

### HAVE AN ACCOUNT? [LOGIN](#)

New users select an option at left to get started. For assistance, contact a CLC consultant at (888) 728-7228, x8550 or email [clcstaff@pcusa.org](mailto:clcstaff@pcusa.org).

### ON CALLING A PASTOR REVISION

The revised On Calling a Pastor resource for pastor nominating committees and mid councils prepared by Church Leadership Connection (CLC) will be released on March 2, 2015. The new resource will include a downloadable PDF, PowerPoints for “teach the teacher” training, and media resources to supplement the PDF.

### FEATURED EVENTS

Save the Date: Face to Face at the  
Worship and Music Conference,  
Montreat, NC  
JUNE 25 - 30, 2015  
MONTREAT NC |

[→ VIEW MORE EVENTS](#)

### FEATURED RESOURCES

[Ministry Information Form](#)

[Personal Information Form](#)



# ENTERING YOUR MINISTRY INFORMATION FORM (MIF)





# The Ministry Information Form (MIF)

*The Ministry Information Form provides a narrative picture of the mission and ministry of the congregation and its sense of call. Prospective pastors will use the description you provide on your form to help them discern whether God is calling them to serve your church.*

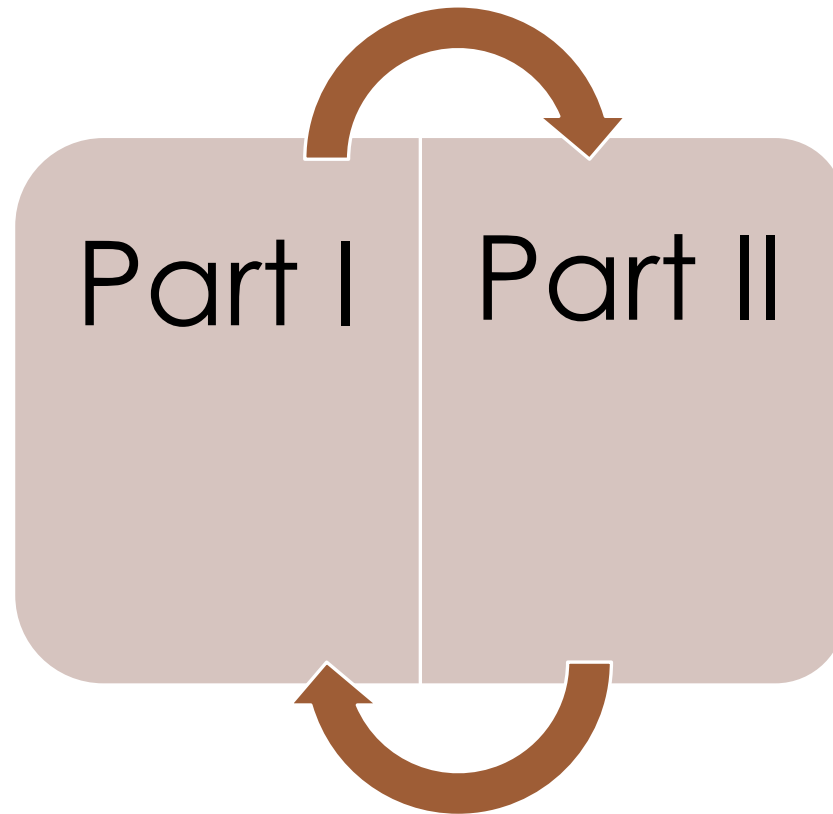


# Information to include on the (MIF)

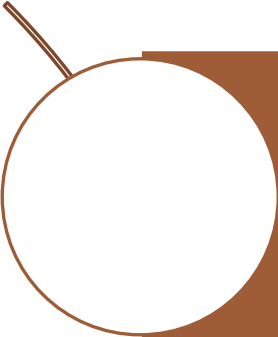
## Your Ministry Narrative Includes:

- Your unique ministry context
- Demographics
- Congregational history
- Theology
- Cultural context
- Values
- Leadership needs
- Vision for ministry
- Expectations
- Hopes and dreams

# The MIF Has Two Parts



# MIF Part I



Asks for general information about your congregation (church size, racial ethnic composition, average worship and church school attendance, curriculum, presbytery, community type, and the clerk of session's contact information)



Assigns a login and password

Your login will begin with a letter, followed by two numbers, then followed by your five-digit PC(USA) church PIN number (e.g., P0150639)



Asks about eligibility for the Seminary Debt Assistance Program

# MIF Part II



Asks for more in-depth information about your congregation

Includes narrative questions

Position type, employment status, language requirements, and leadership competencies

Optional Matching such as special training and certifications, statement of faith requirements, sermon links, receiving PIFs from within the presbytery, and deadline dates

# Matching Criteria

## Optional Matching Criteria Example

Need to Match?	Criteria	Value To Match
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Employment Status</b>	Full-time
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Experience Level</b>	2-5 years
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Maximum Salary</b>	<input type="text" value="65,000"/>
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Language:</b>	English
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Statement Of Faith:</b>	Statement of Faith is required
<input type="radio"/> YES <input checked="" type="radio"/> NO	<b>Narrative Search:</b>	(enter phrase) <input type="text"/>
<input type="radio"/> YES <input checked="" type="radio"/> NO	<b>Optional Links:(i.e. sermons, lesson plans, articles, blogs, assessment results available, etc.)</b>	Optional Links are required
<input checked="" type="radio"/> YES <input type="radio"/> NO	<b>Actively Seeking:</b>	Actively Seeking is required

# LEADERSHIP COMPETENCIES

A word cloud of leadership competencies. The word 'LEADERSHIP' is the largest and most prominent, centered in the image. Surrounding it are various other competencies in different sizes and orientations, including vertical text on the left and right sides. The colors of the words range from yellow to dark red.

CLARITY  
PATIENCE COURAGE  
FORMATIVE EFFECTIVE HUMILITY  
PERSEVERE FLEXIBLE  
CHARACTER  
SOCIAL  
SACRIFICE  
DISCERNING  
GLOBAL VISION  
LEADERSHIP  
COMPETITIVE  
COMPASSION  
EMPATHETIC  
HOPE FAITHFUL  
CURIOUS  
INNOVATIVE ETHICAL  
COMPETENT  
DIVERSE  
IMAGINATIVE

# Leadership Competency Categories



*Choose up to 10 leadership competencies as your matching criteria.*



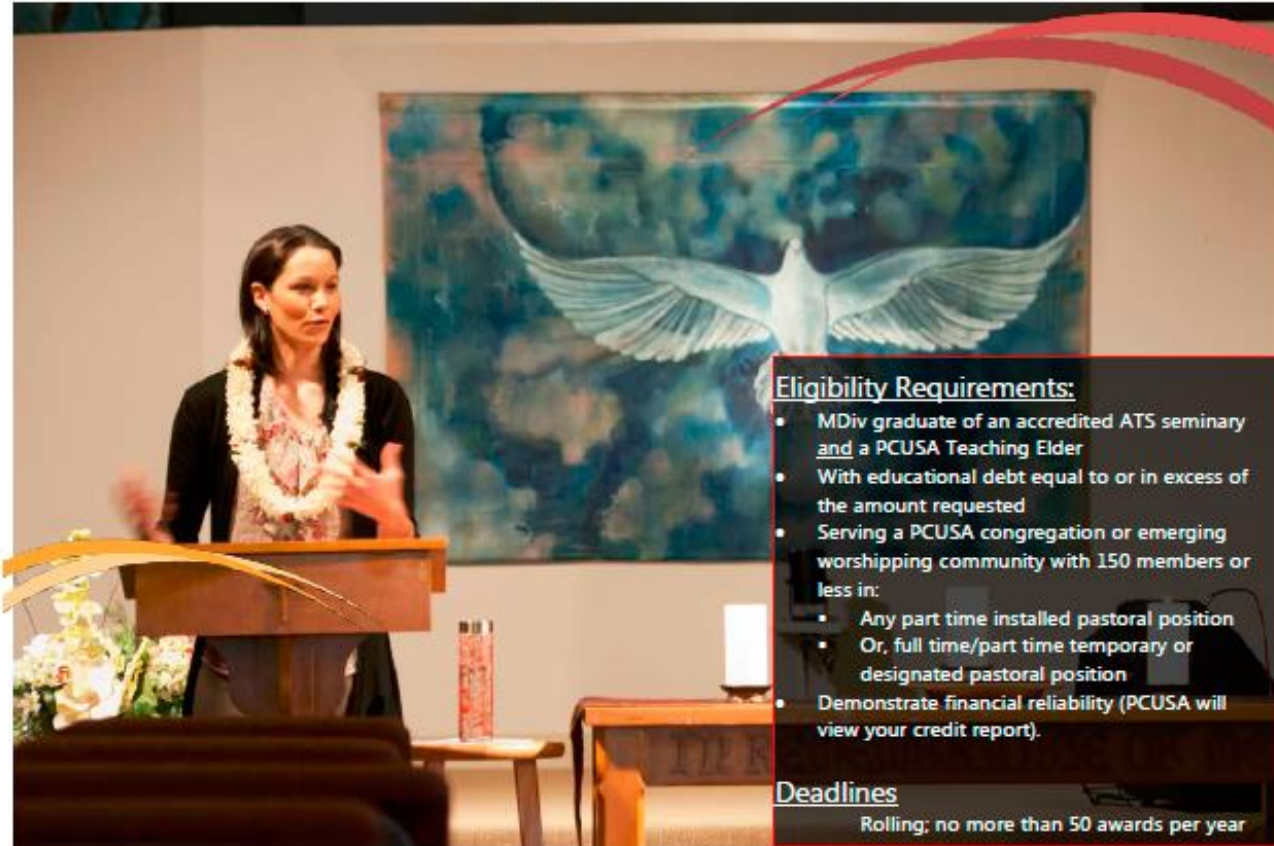
# Effective Salary



Effective salary is simply defined as cash salary and housing allowance.  
For a full definition of Effective Salary, see the Board of Pensions definition:

<http://www.pensions.org/AvailableResources/BookletsandPublications/Documents/pln-103.pdf>

## Transformational Leadership Debt Assistance



### Eligibility Requirements:

- MDiv graduate of an accredited ATS seminary and a PCUSA Teaching Elder
- With educational debt equal to or in excess of the amount requested
- Serving a PCUSA congregation or emerging worshipping community with 150 members or less in:
  - Any part time installed pastoral position
  - Or, full time/part time temporary or designated pastoral position
- Demonstrate financial reliability (PCUSA will view your credit report).

### Deadlines

Rolling; no more than 50 awards per year

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Rolling; no more than 50 awards per year

Questions about the program? Contact Financial Aid for Service at 800-728-7228 ext. 5735 or email [finaid@pcusa.org](mailto:finaid@pcusa.org).

## **Ministry Information Form Narrative Questions**

1. What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.
2. How do you feel called to reach out to address the emerging needs of your community or constituency?
3. How will this position help you to reach your vision and mission goals?
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
5. For what specific tasks, assignments, and program areas will this person have responsibility?



*“Connecting Calling Organizations with Call Seekers”*



**Resources for writing and submitting the MIF can be found at <http://www.pcusa.org/clc> under Calling Organizations.**

Instructions for completing the MIF  
Users Guides for the PNC chair and clerk  
of session

Downloadable forms in PDF and Microsoft  
Word formats

# CLC SUPPORT

## **CLC Consultants:**

Carol Hawkins [carol.hawkins@pcusa.org](mailto:carol.hawkins@pcusa.org)

Wilma Scott [wilma.scott@pcusa.org](mailto:wilma.scott@pcusa.org)

Toll free telephone number: 888-728-7228 ext. 8550

Manager for Leadership Development and CLC:

The Reverend Dr. SanDawna Gaulman Ashley

[sandawna.ashley@pcusa.org](mailto:sandawna.ashley@pcusa.org)

(502) 569-5730 or 888-728-7228 ext. 5730