



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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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 00409

Ministry Name Vienna Presbyterian Church

Mailing Address 124 Park Street NE

City Vienna State Virginia Zip Code 22180

Telephone Number 703-938-9050 Fax Number 703-938-8264

Email VPC.PNC.ViennaPres@gmail.com

Web site www.viennapres.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 863



***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
5+	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) _____

***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 _____
Other _____	

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="checkbox"/> _____	<input type="checkbox"/> Other

Statement of Faith Required Yes No



Mission Statement

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

Our mission statement is: Becoming like Christ Together for the World.

Becoming like Christ is a lifelong pursuit. None of us ever arrives at Christ-likeness on earth. We are learning all our lives what it means to follow Jesus.

Becoming like Christ is an ambition we pursue together. None of us can successfully go it alone. We grow best in company with fellow believers.

Becoming like Christ together for the world he came to save. None of us lives for our sakes alone. We seek to love, witness, and serve in the manner Jesus did.

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.

As Vienna Presbyterian Church (VPC) approaches 150 years of ministry, we seek to lead people into a transforming relationship with Jesus Christ, authentic community with each other, and purposeful engagement in Christ's work in the world. Organized in 1871 as a village church, VPC has grown into a thriving suburban congregation just miles from our nation's capital. Building on the solid foundation of our current Pastor's 41-year tenure, we are enthusiastic about VPC's next season of contribution to God's Kingdom!

Situated in Northern Virginia, VPC reflects a large portion of our local population: active, well-educated, politically diverse, and intergenerational. Our vision is lived out in two comparable Sunday morning worship services (including an emerging online worship community) offering a convergence of ancient and modern styles. On Sundays and throughout the week, Bible studies, spiritual formation groups/classes, support and care groups, and community services engage people of all ages and continue the work of the church.

VPC is deeply committed to prayer-driven discernment in governance, worship, and ministry. Our Core Values are three: Jesus is Lord, Scripture is our authority, and Everyone is called to follow Jesus.



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

Pure and simple: we want to engage more people in Christ's mission by committing to

The Person of Christ

- We are created to glorify God. Worship is a high priority.
- We welcome people wherever they are spiritually to join us in pursuit of a transforming relationship with Jesus Christ, personally and corporately.
- Spiritual formation is the central purpose of our learning communities; redeemed in Christ to become like Christ.

The Body of Christ

- In the hectic, disjointed, and often divided Washington, DC metro area, VPC strives to foster meaningful community through numerous and varied Bible study groups that meet Sundays and throughout the week.
- We support church staff and families working together to raise the next generation of Christ followers through our NextGen Ministry.
- We support many caring communities as well as empower lay leaders to offer compassion and healing to people in need.
- VPC actively manages a comprehensive safe-church strategy ensuring our church is a safe place for all.

The Work of Christ

- In 2019, VPC opened the Belong! center to love and serve our most underserved neighbors in Vienna.
- Well over 1500 of our members are engaged annually in one-time or ongoing mission outreach.
- Recognizing that everything we have comes from God, we participate in Kingdom work through our gifts of time, talent and treasure. To support the Work of Christ, we recently completed a \$5 million campaign to eliminate our debt, to enhance our church building facilities, and to expand our outreach.

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

The Pastor enters an established thriving church. Key to success will be skilled commitment to honor our past, celebrate the present, and discern our future within the context of our quickly evolving world. This will require thoughtful realism about our unique strengths and patient perseverance to understand and navigate our challenges during this period of transition. It will take time and sensitivity for the Pastor to effectively lead a sizeable staff and lay leaders including an active Session, Deacon board, and College of Elders.



Our church may be perceived to be on the more conservative side of a political or religious spectrum. This is based in part on a history of VPC Sessions' approval of "Biblical Standards for Christian Leaders" which addresses personal expectations for church leaders. More accurately, VPC is a Christ-centered, thoughtful, big-tent community where everyone is welcome and called to follow Jesus Christ and be transformed into his likeness. In following our beliefs, we respect Presbyterian polity while differentiating ourselves where necessary. The Pastor leads us in a highly visible role toward unity in the essentials, love for all, and action toward our mission.

Together, the incoming Pastor along with VPC's large and active community are well positioned for future ministry and contribution to God's Kingdom, loving and serving the Lord and our neighbors both in Vienna and around the world. We are hopeful to discern and move into that future together.

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

VPC is looking for an authentic disciple of Christ who demonstrates a deep, personal relationship with God and an ongoing desire for spiritual formation. We seek a Pastor

- With strong preaching skills, grounded in Scripture, who can challenge us to discern how the Word of God speaks to us and what it asks of us today.
- Who can lead us to a collective identity in Christ.
- Who can help us live out our desire to love and serve alongside one another acknowledging our different backgrounds and personal beliefs.

The Pastor should demonstrate a practiced level of cultural proficiency with regard to the varied ethnic, racial, gender, economic, and political diversity present in the surrounding Northern Virginia area. He/she should be able to offer God's message of hope with sensitivity and conviction.

The pastor should be:

- Emotionally mature;
- Comfortable in setting necessary boundaries;
- Willing to address difficult situations;
- Humble in asking for help;
- Committed to living in Christian community embracing spiritual disciplines, accountability, and submission to Christ.



VPC experienced sexual predation at the hands of a youth director on staff 15 years ago. Acknowledgement of this abuse, and care for those impacted by it, is important to us. We are seeking a Pastor who will support our continued efforts in this area.

Above all, we seek a Pastor who will approach each individual – both inside and outside the walls of VPC – with the kind of compassion and humility Christ demonstrated for us.

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

While the Pastor's role is primarily spiritual leadership, the Pastor serves as Head of Staff directly overseeing the Spiritual Formation Pastor, Outreach and Congregational Care Pastor, Director of Worship, and Director of Operations. As Head of Staff the Pastor primarily exercises leadership as

- Preacher and Worship Planner;
- Teacher;
- Leader of Staff;
- Moderator of Session;
- Strategic Planner;
- Stewardship Coordinator.

VPC is facing significant staff changes due primarily to retirement in 2020 and beyond. In addition, the congregation is grieving the unexpected death in July 2019 of our beloved Outreach and Congregational Care Pastor, leaving a gap in our hearts and in our staff.

The Session has conducted a 3-year study of potential staff models. The Pastor will have a key role in determining and implementing a new staffing model by working closely with the Session to determine the best use of time and talents and discerning God's will for the on-going and future mission of VPC. After several years of prayer and discernment, our Session requested permission of Presbytery to form a PNC to search for a new Pastor without an Interim Pastor transition phase. The current Pastor will retire prior to the new Pastor's arrival. At the request of the new Pastor, the current Pastor is willing to be available as a resource. We are convinced that Our Lord has a great plan for VPC going forward, and we are excited to continue discerning what that future will be to the Glory of God!



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://viennapres.org/>

PNC Website:

<https://viennapres.org/PNC>

Biblical Standards for Christian Leaders:

<https://viennapres.org/wp-content/uploads/2019/12/BIBLICAL-STANDARDS-FOR-CHRISTIAN-LEADERS-8.2019.pdf>

“This is Who We Are” brochure

<https://viennapres.org/wp-content/uploads/2018/09/Vision.pdf>

Belong! Vienna:

<https://www.belongvienna.org/>



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.		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.	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.	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.	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.
X	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 \$140,000

Housing Type Manse

 X 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 Dr. Vernon C. Walton

Address 4500 Orchard St. NW Vienna, VA, 22180

Phone Numbers 703-938-8525

Relation Senior Pastor, First Baptist Vienna

E-mail vwalton@fbcv.org

Name Betty Rahal

Address 2806 Saint Regis Rd, Greensboro, NC 27408

Phone Numbers 571-529-0968

Relation Former Director of Christian Education

E-mail betty.rahal@verizon.net



Name Brian Clark, co-Pastor Riverside Presbyterian Church
Address 21631 Ridgetop Circle, Suite 100, Sterling, VA 20166
Phone Numbers 703-444-3528
Relation Neighboring Pastor
E-mail brian@riversidechurch.com

***Pastor Nominating Committee Co-Chairpersons:**

Name Yvonne Malloy
Address 11247 Handlebar Road
City Reston State Virginia Zip Code 20191
Preferred Phone 202-306-4387
Alternate Phone _____
E-mail Address for PNC Communications (required): VPC.PNC.ViennaPres@gmail.com

Name John Hall
Address 409 Upham Place, NW
City Vienna State Virginia Zip Code 22180
Preferred Phone 703-255-9744
Alternate Phone _____
E-mail Address for PNC Communications (required): VPC.PNC.ViennaPres@gmail.com

ENDORSEMENTS

PNC Co-Chair *Yvonne Malloy* Date 12/18/19
Signature

PNC Co-Chair *John Hall* Date 12/19/19
Signature

Clerk of Session *A. Smith* Date 12/19/19
Signature

Presbytery *Sam R. Hayward* Date 12/20/2019
Signature