MINISTRY INFORMATION FORM

Ministry ID 03484

Ministry Name Wayside Presbyterian Church

Mailing Address 5017 Lake Shore Road

City_Hamburg__State NY Zip Code 14075__

Telephone Number_716-627-2150____ Fax Number 716-627-5162 ______

Email waysidechurch@hotmail.com

Web site www.waysidepch.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 ___65________
Church School Attendance 45
Church School Curriculum Spark House

☐ 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
_____ Asian
_____ Black or African American (African Native, Caribbean)
_____ Hispanic Latino/Latina, Spanish
_____ Middle Eastern
_____ Native Hawaiian or Other Pacific Islander
100% White
Other __________________________

Presbytery __________ WNY __________ Synod North East __________________________

Community Type (select one)

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

Clerk of Session Contact Information:

Name __ Maria Glass
Address __________ 2603 Bauer Road
City __________ Eden __________ State __________ NY __________ Zip Code __________ 14057
Preferred Phone _______ 716-481-5141 __________ Alternate Phone ________________________
E-mail __ clerkofsession@hotmail.com __________ FAX _________ 716-627-5162

Revised 3/2016
*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*)

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Position Type</th>
<th>Years of Experience</th>
<th>Position Type</th>
</tr>
</thead>
<tbody>
<tr>
<td>X</td>
<td>Solo Pastor</td>
<td></td>
<td>General Assembly Staff</td>
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<tr>
<td></td>
<td>Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)</td>
<td></td>
<td>Church Business Administrator</td>
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<td></td>
<td>Head of Staff (supervised one teaching elder and other staff)</td>
<td></td>
<td>Executive Director</td>
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<tr>
<td></td>
<td>Associate Pastor (Christian Education)</td>
<td></td>
<td>Director of Music (non-ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Youth)</td>
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<td>Minister of Music (ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Other)</td>
<td></td>
<td>Mission Co-worker (International)</td>
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<td></td>
<td>Pastor (Church Planter, New Worshipping Community)</td>
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<td>Christian Educator (Certified)</td>
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<td>Pastor (Transformation/Redevelopment)</td>
<td></td>
<td>Christian Educator (non-certified)</td>
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<td></td>
<td>Pastor Interim</td>
<td></td>
<td>Administrator</td>
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<td></td>
<td>Pastor (for a designated term)</td>
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<td>Funds Developer</td>
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<td></td>
<td>Pastor (Other Temporary i.e., Supply, Student)</td>
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<td>Finance Manager</td>
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<td></td>
<td>Pastor, yoked/parish</td>
<td></td>
<td>Media Specialist</td>
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<tr>
<td></td>
<td>Co-pastor</td>
<td></td>
<td>Communicator</td>
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<td></td>
<td>Executive Pastor</td>
<td></td>
<td>Coordinator</td>
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<td></td>
<td>Evangelist or Mission Pastor</td>
<td></td>
<td>Youth Director (non-ordained)</td>
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<td></td>
<td>Bi-vocational/Tentmaker</td>
<td></td>
<td>Other</td>
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<td></td>
<td>Chaplain</td>
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<td></td>
<td>Pastoral Counselor</td>
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<td></td>
<td>College/Seminary Faculty</td>
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<td></td>
<td>Seminary Staff</td>
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<td></td>
<td>Campus Ministry</td>
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<td></td>
<td>General Presbyter/Executive Presbyter</td>
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<td></td>
<td>Presbytery Leader</td>
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<td></td>
<td>Stated Clerk (Presbytery)</td>
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<td></td>
<td>Synod Executive</td>
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<td></td>
<td>Mid-Council Program Staff</td>
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</table>
You may also specify the position title (if appropriate) ________________________________

*Employment Status

_____ Full Time  X_____ Part Time  _______ Open to Either

_____ Bi-vocational (able to provide employment through outside partnership)

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

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

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

__X__ 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 _____X__ Yes  ______ No

________________________________________

Mission Statement

To reach out and bring people to meet, know, follow and serve Jesus. A broad Inclusive faith church.
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.
   - Reach out and bring people to meet, know, follow and serve Jesus
   - A broad inclusive faith church.
   We live our mission in some of the following ways:
   - Our services are varied and inclusive of all different forms of worship, including music and readings
   - Welcoming peoples of all faiths to attend worship
   - While open to and appreciative of other faiths and philosophies we remain firmly grounded in the teachings of Jesus and follow the Presbyterian tradition of accepting God’s grace while following God’s law in the reformed Christian church tradition
   - We offer a safe, secure and inviting meeting space for community groups to gather
   - Wayside is involved with and/or sponsors outreach ministries in the immediate Western NY community, such as food pantries, People Inc., Friends of the Night People, Veterans groups, Roswell Cancer Institute, Children’s Hospital and many other organizations

2. How do you feel called to reach out to address the emerging needs of your community or constituency?
   Wayside aspires to be a safe place that changes with the times and circumstances of the church and community, accepting of each person as he or she is, and affirming that each person is gifted with skills to be shared with others. Wayside is open to support and nurture people at all stages in their life-long faith journey. Since we have an aging congregation we feel called upon to develop support groups and be mindful of their needs. At the same time we want to expand our relationships with the youth of the community.

3. How will this position help you to reach your vision and mission goals?
   It is Wayside’s goal to find a strong and compassionate leader who will help guide our congregation forward in our mission. We have faith that with this leader, Wayside can treasure our past, our present and establish a realistic approach for our future.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

We are looking for the Pastor to have spiritual maturity, compassion, to be an advisor, assist in decision making, show initiative, be engaging, to be Head of Staff, work well with others in a team environment and maintain respect and dignity for all.

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

The Pastor will have the responsibilities of, engage with members, supportive of church activities, providing and Continue to encourage a safe friendly environment in church and community. Being open to all types of music and preach a meaningful message

**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)
**THE LEADERSHIP COMPETENCIES**

Select 10 leadership competencies from the list below that are required for the position.

<table>
<thead>
<tr>
<th><strong>THEOLOGICAL/ SPIRITUAL INTERPRETER</strong></th>
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<tbody>
<tr>
<td><strong>X</strong> 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.</td>
</tr>
<tr>
<td>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.</td>
</tr>
<tr>
<td>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.</td>
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<thead>
<tr>
<th><strong>COMMUNICATION</strong></th>
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<tbody>
<tr>
<td><strong>X</strong> Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</td>
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<tr>
<td>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.</td>
</tr>
<tr>
<td><strong>X</strong> Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</td>
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<thead>
<tr>
<th>Role</th>
<th>Description</th>
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<tbody>
<tr>
<td>Advisor</td>
<td>an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</td>
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<tr>
<td>Change Agent</td>
<td>having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</td>
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<tr>
<td>Contextualization</td>
<td>the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</td>
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<tr>
<td>Culturally Proficient</td>
<td>having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.</td>
</tr>
<tr>
<td>Externally Aware</td>
<td>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.</td>
</tr>
<tr>
<td>Entrepreneurial</td>
<td>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.</td>
</tr>
<tr>
<td>Risk Taker</td>
<td>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.</td>
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<tr>
<td>Task Manager</td>
<td>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.</td>
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<tr>
<td>Willingness to Engage Conflict</td>
<td>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.</td>
</tr>
<tr>
<td>Decision Making</td>
<td>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.</td>
</tr>
<tr>
<td>Organizational Agility</td>
<td>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.</td>
</tr>
<tr>
<td>Strategy and Vision</td>
<td>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.</td>
</tr>
<tr>
<td>Financial Manager</td>
<td>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.</td>
</tr>
<tr>
<td>Funds Developer</td>
<td>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.</td>
</tr>
<tr>
<td>Collaboration</td>
<td>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</td>
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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**

<table>
<thead>
<tr>
<th>X</th>
<th><strong>Interpersonal Engagement</strong> - 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.</th>
<th><strong>Bridge Builder</strong> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Motivator</strong> - 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.</td>
<td><strong>Personal Resilience</strong>: 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.</td>
<td></td>
</tr>
<tr>
<td><strong>Initiative</strong>: 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.</td>
<td><strong>Flexibility</strong> - 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.</td>
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</tr>
<tr>
<td><strong>Self Differentiation</strong>: 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.</td>
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</table>

*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](https://www.pcusa.org/).  

Minimum **Effective** Salary $22,953.84  
Maximum **Effective** Salary $26,779.48  
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  Robert Sillars ____________________________
Address  10731 Rosewood Lane, Clarence NY 14031
Phone Numbers  716-759-1684  716-445-0644
Relation  Committee on Ministry Liaison ________________
E-mail  Bobsillars@aol.com______________________________

Name  Kenneth Hughes ____________________________
Address  1 Symphony Circle, Buffalo, N.Y. 14201 ________________

Revised 3/2016
Phone Numbers 716-361-1342

Relation Session Moderator

E-mail kenhughes0216@gmail.com

Name Jim Walton

Address 230 Briarhurst Rd, Williamsville 14221

Phone Numbers 716-796-8624

Relation pulpit supply pastor

E-mail jim@the3rdchoice.org

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

Name Brian Horwood

Address 5190 Arnold Ct.

City Hamburg State NY Zip Code 14075

Preferred Phone 716-570-9721

Alternate Phone

E-mail Address for PNC Communications (required): horwood573@hotmail.com

ENDORSEMENTS

Pastor Nominating Committee/ Search Committee ____________________________________________________________________________ Date __________

Signature

Clerk of Session ____________________________________________________________________________ Date __________

Signature

Presbytery ____________________________________________________________________________ Date __________

Signature

Revised 3/2016