



Rev. 3/2004

PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
100 WITHERSPOON STREET – MEZZANINE
LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
Fax # (502) 569-5870 or (502) 569-8748
Web Address: http://www.pcusa.org/clc/

Church Information Form (Part I)

Church/Organization ID 00796

Church/Organization Name Calvary Presbyterian Church

Mailing Address 2515 Fillmore Street

City San Francisco State CA Zip Code 94115

Telephone Number 415-346-3832 Fax Number 415-346-1436

Email interimpastorsearch@calvarypresbyterian.org

www Address www.calvarypresbyterian.org

Church Size (Select one)

- Under 100 members
101 - 250 members
251 - 400 members
401 - 650 members
651 - 1000 members
X 1001 - 1500 members
More than 1500 members
N/A

Average Worship Attendance 562

Church School Attendance 100 youth/60 adults

Church School Curriculum Pre-K through 5th use "Rock Solid," published by Cokesbury;
junior and senior high use curriculum written in-house

Ethnic Composition Of Congregation (in %):

Enter the percentage of each racial ethnic component of your congregation. As of 12/31/2002:

1% African American
93% Caucasian
 Chinese
1% Hispanic Mexican/Central American
 Hispanic Puerto Rican
 Japanese
 Korean
 Native American
 Taiwanese
5% Asian
 Other

Presbytery Presbytery of San Francisco Synod Synod of the Pacific

Community Type (select one)

<u> </u> Rural	<u> </u> Village	<u> </u> Town
<u> </u> Small City	<u> </u> Suburban	<u> X</u> Urban
<u> </u> Inner City	<u> </u> College	<u> </u> Recreation
<u> </u> Retirement	<u> </u> N/A	

Is this a yoked congregation? X No Yes (If yes, please complete the Yoked Congregation details at the end of Part II.)

Clerk of Session Details:

Name Dr. Carol Porter
Address 71 Garcia Avenue
City San Francisco State CA Zip Code 94127
Preferred Phone 415-665-0339 Alternate Phone
E-mail carolporter@comcast.net
FAX

Church Information Form (Part II)

Church/Organization ID 00796

Church/Organization Name, City, State Calvary Presbyterian, San Francisco, California 94115

Position To Be Filled (select one)

- | | |
|---|--|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input checked="" type="checkbox"/> Interim Pastor (Head of Staff) |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Mission Pastor |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Church Educator (non-ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Campus Minister |
| <input type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Pastor (New Church Development) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (Redevelopment) | <input type="checkbox"/> Church Administrator |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> Executive |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> General Assembly staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Presbytery staff |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> Synod Staff |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Youth Director (non-ordained) |
| <input type="checkbox"/> Other (specify) _____ | |

Specify Title (if appropriate) Interim Pastor and Head of Staff

Specify whether experience is "Required" or "Desired" for the specified position.

Required Desired

Employment Status

Full Time Part Time Open to Either

Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

Calvary is a healthy urban church seeking a world-class Interim Pastor and Head of Staff following the retirement of our highly successful Pastor

Mission Statement

We are a community of believers united by faith, scripture and the constitution of our denomination, committed to calling people to Christ and encouraging one another in faith through worship, education, fellowship and service. As we are honoring our past and inspiring the future, we strive to be

CHRIST CENTERED

Make our faith in Jesus Christ the core of our existence

SPIRITUALLY VITAL

Be awake to God's presence in our lives

EVANGELISTIC

Exhibit through word and deed a life that benefits from, and freely witnesses to, the belief that Jesus is Lord

SERVING OTHERS

Serve God and God's people with our time, talents and treasures

COURAGEOUS IN FAITH

Boldly follow Jesus' example in leading our lives

JUST

Respond to others with compassion, not judgment

Operating Statement – Calvary Connects

Calvary Connects is our focus on connecting with Christ, One Another, the City, and Our World

Connecting with Christ

By opening our hearts to God's presence and allowing our lives to be influenced and guided by Jesus' teachings and examples, we are constantly renewed and refreshed with the power and grace of our living, loving God.

...With one another

The members and friends that make up the Calvary community are active in a variety of "hands-on" ministries and missions. Throughout the year, we provide a multitude of ministries in which we grow together in faith and spirit.

...With the City

Calvary has been a presence in the San Francisco community for over 150 years. As a congregation, we strive to serve many charitable organizations both financially and through our volunteer efforts – and we welcome people of all faiths and backgrounds to participate in numerous community ministries.

...With the World

Calvary supports many global ministries through preparation of relief packages at home and hands-on work in devastated areas around the world. We also provide ongoing financial support to the United Mission to Nepal which works to build sustainable solutions to the poverty in the Asian nation.

Narrative Questions: For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.

Please write a brief description of your church/organization programs or accomplishments.

Calvary Attributes and accomplishments

- Nationally prominent church
- Tradition of excellent preaching
- Benefited by long, successful pastorates
- Excellent music program – long-time music director, outstanding choir
- Open, diverse church community that welcomes everyone
- Traditional Sunday morning worship but open to new ideas
- Strong staff
- Talented and dedicated lay leaders
- Highly educated congregation that seeks stimulation
- Dynamic ministry to large, growing population of young families
- Very active seniors ministry
- Rise in community service efforts in recent years
- Youth and adult mission trips offered
- Well-maintained and attractive church facilities open to outside groups.
- Significant endowment and associated charitable foundation
- Level of giving has held up during economic downturn
- Located in very stimulating and attractive community
- World class academic resources including University of California, Stanford University, San Francisco Theological Seminary, Graduate Theological Union
- Sunday school program (particularly strong at younger ages)
- Vibrant adult education through Sunday Morning Seminars

Church Organization Structure

SESSION (18 Members who serve 3 year staggered terms)

Session has five Commissions with numerous mission teams. Examples of the Commissions and teams reporting to them are listed below.

EDUCATION:

Mission teams reporting to Education are Children's, Nursery, Youth, Library, and Sunday Morning Seminars.

SERVING:

Mission teams include Social Witness, Stephen Ministry, Adult Mission Trip, Coat Drive, Pack-A-Sack, and several homeless and hunger mission teams and groups that work with community organizations such as Giving Tree, Habitat for Humanity, Interfaith Shelter, Raphael House, Network Ministries, Martin de Porres Soup Kitchen, and SF Food Bank.

WORSHIP:

Worship teams include Chancel Choir, Chancel Mission Team, Ushers, Choir Guild, Communion Servers, Concert Connects, Jazz Vespers.

(Cont'd)...

FELLOWSHIP:

Mission teams include All Church Picnic, All Church Retreat, Fellowship and Service Groups (Calvary Young Adults Fellowship, Calvin Hall Christmas Tree, Married Couples, Men at Calvary, Senior Adults & Senior Adult Tea, Small Group Fellowship), Hospitality Team, Membership Rolls, New Members, and Calvary Theater Group.

SUPPORT:

Mission teams include Personnel, Property & Finance, Stewardship, Green, House, and Fine Arts.

BOARD OF DEACONS: *(30 Members who serve 3 year staggered terms)*

The primary serving organization within the Church, Deacons are responsible for congregational care via Parish outreach. Their ministries encompass prayer support, delivering flowers to those who are ill or in distress, and special programs such as Friends-at-Home, Thanksgiving Dinner, and Raphael House Christmas Adopt-A-Family.

AFFILIATED ORGANIZATIONS:

Affiliated with Calvary and using our facilities: Boy Scouts and Calvary Nursery School.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

Calvary is a healthy urban church. While the congregation is economically diverse, it and its surrounding community tend to be well educated and relatively affluent. The membership is a mix of long-time members, young families, and singles. Calvary embraces traditional worship, anchored by strong preaching and a well-established music ministry. We are open and hospitable and value tolerance, civility, and tradition.

Serving is a strong tradition at Calvary, supported by a vibrant Deacons' program and numerous mission teams. For example, our youth go on an annual mission trip to serve under-privileged communities; a similar trip has recently been instituted for adults. Another of Calvary's strengths is its fellowship groups, which include seniors, social justice, youth, married couples, new members, young professionals, women's groups, and gay/lesbian fellowship. The church has an active Stephen Ministry program. .

There are many opportunities at Calvary for Christian education. The entire 3rd floor of our Education building is devoted to children and overflows for Sunday morning church school. Similarly, the youth meet in the Lower Level for scripture-based education. Sunday Morning Seminars, public forums and inter-faith panels present opportunities for adults to hear leaders from within the church and the community on a wide range of topics. Small group Bible studies lead by the pastors meet regularly.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

We are challenged theologically by the presence in the Bay Area of so many other faith traditions and communities. There is also a significant amount of skepticism and resistance to faith. A large segment of the population is considered unchurched with no faith or church background. Our Planning Team has recommended that we develop a ministry of evangelism that is moderate and effective. We need to be open and enthusiastic about our faith in Jesus Christ and yet do so in a way that is respectful of other convictions and beliefs. We believe in the saving work of Jesus Christ. We also believe in the sovereignty of God and entrust to God the gracious choice of who will live with God and Christ in grace and glory forever. The ongoing debate regarding ordination standards and same-sex marriage has called us to reaffirm our belief that scripture is divinely inspired and is to be interpreted with the aid of the Holy Spirit and the guidance of the community of faith. Among the many social challenges that San Francisco presents to the Church are the high cost of living and the pressing issues of homelessness and affordable housing. There is also widespread concern over the quality of public

education. In response, we have formed a Social Witness Mission Team to help our members and neighbors be more aware of such issues. We have also been a significant member of the San Francisco Interfaith Council. The Council works to enhance respect and understanding among the city's faith communities and encourages them to use their resources to work for kindness and justice.

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry Liaison person, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Dr, James G. Emerson
Address The Sequoias, 1400 Geary Blvd., Apt 1310, San Francisco 94109
Phone Numbers 415-775-1798
Relation Pastor Emeritus at Calvary Presbyterian Church
E-mail jemer70@aol.com

Name The Rev. Joanne Whitt
Address First Presbyterian Church, 72 Kensington Road, San Anselmo 94960
Phone Numbers 415-456-3713
Relation former Associate Pastor at Calvary Presbyterian Church
E-mail JoanneWhitt@TogetherWeServe.org

Name The Reverend Jeffrey S. Gaines
Address Seventh Avenue Presbyterian Church 1329 Seventh Avenue SF, CA 94122-2507
Phone Numbers 415-664-2543 x2
Relation COM Liaison
E-mail jgaines@seventhavenuechurch.org

Position Description: *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

Major Responsibilities: *For what specific tasks, assignments, program areas will this person have responsibility?*

RESPONSIBILITIES:

- Brings excellent preaching to the Calvary pulpit and provides leadership in worship;
- Provides leadership in the planning of worship, working closely with the two Associate Pastors, Music Director, Director of Family Ministries and Worship Commission;
- Moderates the Session and provides staff leadership and guidance to the Coordinating Council, the Serving Commission, the Support Commission and the Worship Commission;
- As Interim Head of Staff, works with the Personnel Mission Team to support, motivate, evaluate and direct the staff;
- Supervises the Associate Pastors, the Director of Music, the Church Administrator and Pastors' Administrative Assistant.
- Provide guidance to and oversight of the Pastor Nominating Committee. Primary task is to facilitate and help frame the activities of the Committee.
- Provides a teaching ministry, including participation in the teaching of bible study, educational seminars and new members' classes;
- Provides pastoral care to members and other participants in the Calvary community;
- Participate in the broader work of the church and in community events on a selective basis.
- Provides a fresh perspective and vision in regards to the future of Calvary.

Description of characteristics and qualifications needed in a person who would fill this position.

ATTRIBUTES & QUALITIES

- Excellent preacher;
- Strong preference for experience in a church of similar size and urban setting;
- Excellent people management and leadership skills, including the ability to encourage strong teamwork, and motivate and empower both staff and lay leadership. Brings a collaborative and flexible approach, while still providing clear direction and support to staff, associate pastors, Session, and relevant Commissions;
- Strong communicator, outgoing and expert at taking initiative to connect with people;
- Organization: strong attention to detail and ability to multi-task and ensure the setting of clear goals; provides regular, timely feedback;
- Incorporates spirituality into the daily life and work of the church;

Compensation And Housing. Please note, the request is for Cash Salary only. Do not include housing or any other allowances, do not answer "negotiable". A range is needed for matching purposes. The maximum cash salary is not published anywhere.

Minimum Cash Salary \$60,000 Maximum Cash Salary \$90,000

Housing Type Manse
 X Housing Allowance \$40,000 Amount
 Open To Either
 Not Applicable (*For Diversified Positions Only*)

Geographic Choices.

 X **Unlimited** (or)

Suggest Individuals From Specific Areas Checked Below:

- | | |
|------------------------------|------------------------------------|
| <u> </u> Alabama | <u> </u> Alaska |
| <u> </u> Arkansas | <u> </u> Arizona |
| <u> </u> California | <u> </u> Colorado |
| <u> </u> Connecticut | <u> </u> District of Columbia |
| <u> </u> Delaware | <u> </u> Florida |
| <u> </u> Georgia | <u> </u> Hawaii |
| <u> </u> Idaho | <u> </u> Illinois |
| <u> </u> Indiana | <u> </u> Iowa |
| <u> </u> Kansas | <u> </u> Kentucky |
| <u> </u> Louisiana | <u> </u> Maine |
| <u> </u> Maryland | <u> </u> Massachusetts |
| <u> </u> Michigan | <u> </u> Minnesota |
| <u> </u> Mississippi | <u> </u> Missouri |
| <u> </u> Montana | <u> </u> Nebraska |
| <u> </u> North Carolina | <u> </u> North Dakota |
| <u> </u> New Hampshire | <u> </u> New Jersey |
| <u> </u> New Mexico | <u> </u> New York |
| <u> </u> Nevada | <u> </u> Ohio |
| <u> </u> Oklahoma | <u> </u> Oregon |
| <u> </u> Pennsylvania | <u> </u> Puerto Rico |
| <u> </u> Rhode Island | <u> </u> South Carolina |
| <u> </u> South Dakota | <u> </u> Tennessee |
| <u> </u> Texas | <u> </u> Utah |
| <u> </u> Vermont | <u> </u> Virginia |
| <u> </u> Washington | <u> </u> West Virginia |
| <u> </u> Wisconsin | <u> </u> Wyoming |

Equal Employment Opportunity

“The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church.” (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken (by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

For Clergy Positions Only

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes
 No

Each Pastor Nominating Committee is expected to undertake its search for a minister 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 affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes
 No

Deadline Date for this CIF (if any) _____

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Arthur Fatum

Address 1762 14th Avenue

City San Francisco State CA Zip Code 94122

Preferred Phone 415-346-3832

Alternate Phone 415-722-4830

FAX _____

E-mail Address for PNC Communications: interimpastorsearch@calvarypresbyterian.org

Endorsements

Pastor Nominating Committee

or Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Committee on Ministry _____ Date _____

Signature

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