



**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 10118
Ministry Name Leesburg Presbyterian Church
Mailing Address 207 W. Market Street
City Leesburg State VA Zip Code 20176
Telephone Number 703-777-4163 Fax Number 703-777-4666
Email info@lpcva.org
Web site www.lpcva.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 151



Church School Attendance 77

Church School Curriculum Sparkhouse Digital (K-5); various for adults

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.

0 American Indian or Alaska Native

1 Asian

0 Black or African American (African Native, Caribbean)

2 Hispanic Latino/Latina, Spanish

1 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

96 White

Other _____

Presbytery National Capital Synod Mid-Atlantic

Community Type (select one)

_____ College

_____ Rural

_____ Suburban

_____ Small City

x Town

_____ Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Heidi Renner

Address 35778 Chapel Hill Court

City Round Hill State VA Zip Code 20141

Preferred Phone 540-338-3889 Alternate Phone 703-431-0250

E-mail Heidi.c.renner@gmail.com FAX N/A



***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>
2-5 years	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)
	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) Solo Pastor

***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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other	<input type="text"/>		

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?

Rooted in our nearly 225-year history in Leesburg, Virginia, we join together as a community of faith to receive and share the grace of our Lord Jesus Christ, the love of God, and the communion of the Holy Spirit. As God's people in an ever-changing world, we believe God is calling us to be a vibrant congregation of children, youth, and adults where we:

- Foster a sense of deep belonging to God and to each other.
- Embrace people at different stages of their faith journey and nurture a deeper understanding of the Christian faith.
- Engage the world through ministries of compassion.
- Commit ourselves to gather on the Sabbath for the joyful worship of God and to disperse into the world as bearers of Christ's love.
- Invite and welcome all to experience God's transforming presence in our midst.

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 we emerge from a transitional period, we seek a pastor who will help us go out into the world in a way that brings our joyful congregation closer to God, builds on our connections with one another, spreads love and fosters healing, even as we embrace change.

A warm, open and affirming congregation, we worship in a quaint and intimate sanctuary in the historic district of Leesburg, a town located about 35 miles northwest of Washington, DC. We are eager to re-envision the purposes God might have in mind for using our historic space. During the pandemic, we have expanded the boundaries of our congregation through weekly online worship services, outdoor activities for all ages, and small group meetings via Zoom when gathering in person is not advised.

We realize we have room for growth as our congregation and our country emerge from the pandemic during a period of troubling political, social, and cultural division within the society around us. As a



mainline Protestant church, leaning progressive theologically, we welcome diversity in our members and value our differences. We are eager to seize the opportunity now to look forward, not backward. We hunger for a presence beyond our church walls. We want to connect more with younger people so that they may fully develop and live their faith. We cherish our youth and wish to foster more intergenerational fellowship.

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

We welcome all to Leesburg Presbyterian, wherever they are on their journey of faith. We strive to nourish the soul, challenge the mind and lift up the heart. We pray that we can all experience the joy and grace of a community of all ages who gather in the living presence of Jesus Christ and share His tender mercies with the world. God is calling us to serve.

We maintain active outreach and spiritual formation programs. We sustain ongoing and robust relationships with Loudoun Hunger Relief and other programs for people in need. Our preschool is reopening as we emerge from the pandemic. Our spiritual formation program offers activities from pre-school and active youth groups to adult classes that study the Bible and explore the wider contexts within which Christian history and theology emerged. We have an engaged session dedicated to working with our pastor and a committed diaconate to support the pastoral needs of individuals and families in difficult times.

Among our outreach projects that are ongoing, or that we hope to reinvigorate, are:

- Grace to Go (a meal preparation program for people in need, free to the community and organized by St. James Episcopal Church)
- Interfaith and social justice involvement
- Hands-on national and international mission support in places such as West Virginia and Cuba.

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

We seek a called pastor to help us discern God's vision for us. Our pastor will lead us as together we chart a path that will help us exemplify our highest ideals and deepest values:

- We value community. Specifically, we value the kind of community that knows, accepts, welcomes, cherishes, celebrates, and cares for one another across generations, perspectives, backgrounds, spiritual journeys. We value a community that is present to another in times of joy and sorrow, in worship and service, in fellowship and learning.
- We value life alongside one another – children and youth, long-term members and new, young families and old – as we worship, serve, learn and celebrate. We value belonging to one another.



- We value a welcoming spirit within our church as well as compassionate, “go-to” people who reach and respond to the world around us. We want a church that blesses our community, that connects our spiritual life to the way we relate to everyday concerns and issues in the world around us. We want to be a place of comfort, community, and safety for a variety of groups.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.

Leesburg Presbyterian Church is a thoughtful, connectional church with about 300 members who run the gamut from young families to seniors, liberal to conservative, united in our determination to maintain our connection with God and one another through mutual respect and commitment to truth. Spiritually grounded, we are open-minded seekers eager to learn, question, and grow closer to God.

- We are searching for a pastor to join us and lead our spiritually deep and open-minded congregation as we face the future together.
 - We seek a dynamic pastor with new ideas and bold leadership even as we preserve our heritage.
 - We seek a courageous pastor with a vision of how ministry in the Reformed tradition can thrive and contribute to a healing world, and the determination to unify us around that vision.
 - We seek a pastor committed both to preaching and pastoral care.
 - Finally, we seek a pastor who can build on the healthy foundation of our congregation by helping us work together to discern God’s vision for LPC and plan strategically to grow and adapt to a changing world and community.
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

The pastor will oversee a part-time staff of four -- a director of music, a director of youth ministry, a church administrator and a bookkeeper. He or she will be able to rely on a strong session and diaconate as we navigate together the remaining time during the COVID-19 pandemic and, we hope, the transition to a healthy future that aligns with God’s will for us.

Other primary areas of responsibility for the pastor will include:

- Preparing and conducting meaningful worship experiences for the congregation that effectively blend Scripture, preaching, music, liturgy and prayer



- Attracting, educating, inspiring and equipping lay leadership in the life of the church, including stewardship development and the training of elders and deacons
- Leading the congregation in its mission of reaching out in concern and service to the local community and the world
- Providing pastoral care and counseling to the congregation
- Developing, with the session, the overall program and staffing of the church
- Moderating the session
- Participating in the church's spiritual formation program, to include periodically leading adult studies and a biennial confirmation class
- Establishing clear lines of communication both among church staff and between the various programs of the congregation
- Representing the congregation in denominational, ecumenical and community life

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)

Visit Loudoun - Official Tourism Page for Loudoun County / Leesburg
<https://www.visitloudoun.org/towns-and-places/leesburg/>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER		
	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.	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.
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.	x
		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		
x	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	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.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



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.	x	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.
	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.	X	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.
	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 \$ \$85,000 _____

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 Rev. Deborah Dodson Parsons

Address 6 Cheshire Court, San Antonio, TX 78218

Phone Numbers 703-728-5410 (cell)

Relation LPC's Pastor, 2008-2021

E-mail deborahdodsonparsons@gmail.com

Name Rebecca Caprio

Address 1812 John Hancock, Williamsburg, VA 23185

Phone Numbers 703-732-1830 (cell)

Relation Former member who moved away

E-mail Rcaprio@thecapriogroup.net



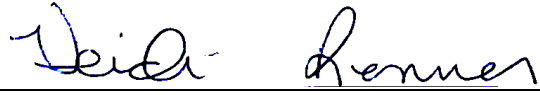
Name Ms. Samy Febles
Address 318 Lake View Way NW, Leesburg, VA 20176
Phone Numbers 609-947-6472 (cell)
Relation Member, College student, former Youth Group & mission trip participant
E-mail Samyf@vt.edu

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

Name Jim Barnes
Address 1114 Janney Street SW
City Leesburg State VA Zip Code 20175
Preferred Phone 703-777-1380 (home)
Alternate Phone 703-595-6054 (cell)
E-mail Address for PNC Communications (required): PNC@lpcva.org

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date 2/20/22
Signature

Clerk of Session  Date 2/20/22
Signature

Presbytery _____ Date _____
Signature