

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 23044.AE3**

**Ministry General Information**

<b>Ministry Number</b>	23044
<b>Ministry Name</b>	Salem Presbyterian Church
<b>Mailing Address</b>	P.O. Box 536, 41 East Main Street Salem, VA 24153
<b>Phone</b>	540-389-3881
<b>Fax</b>	
<b>E-Mail</b>	churchadmin@salempres.org
<b>WWW Address</b>	www.salempres.org
<b>Ministry Size</b>	401 - 650 members
<b>Ethnic Composition</b>	
	White 99%
	Other 1%

<b>Average Worship Attendance</b>	175
<b>Church School Attendance</b>	70
<b>Curriculum</b>	Workshop Rotation Model for children; Disciple Bible study series and topical studies for adults
<b>Yoked</b>	False
<b>Presbytery</b>	The Peaks
<b>Synod</b>	SYNOD OF MID-ATLANTIC
<b>Community Type</b>	Small City
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Head of Staff (who supervised one teaching elder and other staff)
<b>Experience Required:</b>	5 to 10 Years
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
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<b>Brief Church Mission Statement:</b>	
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## Church Leadership Connection

### The Call System for the Presbyterian Church (U.S.A.)

Our mission, inspired by God through the Holy Spirit, is to be a visible sign of God's love for all people by sharing the Gospel of Jesus Christ in word and deed, so that all people may know Him as Lord and Savior.

#### **What is the congregation's or organization's vision for ministry:**

Our ministry is balanced among three essential dimensions: **WORSHIP, GROW, SERVE.**

**WORSHIP:** We worship together to glorify God and to bring us closer to God and each other. We begin with confession of sins and assurance of God's pardon, preparing us to hear God's Word in Scripture, sermon, and song. Communion and baptism are open to all. Reformed and always reforming, we expect worship to challenge and change us. Children are welcome in worship and not shushed. Members of all ages participate as singers, bell-ringers, musicians, greeters, acolytes, readers of Scripture, and other roles.

**GROW:** Christian education and congregational nurture help us deepen our relationship with Christ; grow in spiritual maturity; better understand Scripture and its application in our lives; and have a safe space for constructive discussion of differing theological viewpoints. Sunday School (PreK-adult), Bible study, and fellowship for all ages are offered in a variety of formats, settings, and days/times of the week.

**SERVE:** We are a community of Christian disciples who seek to serve the Lord as his hands and feet in the world. Through volunteering, outreach and community partnerships, we witness to God's love by caring for the least and last: the hungry, the homeless, the sick, and the grieving. We work for social justice and equity locally and internationally. As a church, we give a tithing of our income to financially support service agencies and ministries, and encourage members to do so.

#### **How do you feel called to reach out to address the emerging needs of your community or constituency:**

**WORSHIP:** Our worship is traditional, but not stuck. We know that needs and preferences vary. We sing hymns both familiar and new, and use a variety of creeds and statements of faith. Youth Sunday is creative and thoughtful. We attempted to add a contemporary service a few years ago. It was not successful but we are open to trying new things. We streamed our worship for homebound members before COVID and have continued since.

**GROW:** Virtual classes, Bible study, Saturday hymn-sings, and weekday devotions keep us connected and nourished. Adult classes use both traditional curriculum and topical studies. PreK-5 programs based on the rotation model reflect a diversity of learning styles and capitalize on children's interests. Youth grow through classes, Confirmation, youth group, local mission, and Montreat: they teach us the energizers when they return. Our midweek K-12 LOGOS program meets needs and helps attract new families.

**SERVE:** We are an active congregation with a variety of callings. Members are encouraged to join together to address needs that speak to their hearts. These ad hoc groups are alert to emerging needs and offer connection. We volunteer and financially support numerous efforts: homeless shelters, a community garden, clothes closet, food pantries, after school programs, CEDEPCA in Guatemala, and others. We open our facility to NA and Family Promise, and host a free Thanksgiving dinner for 250, providing companionship with others in a community meal.

#### **How will this position help you to reach your vision and mission goals:**

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Jesus is Head of the Church, but an earthly point person helps! This position is our primary worship leader and a community liaison, a servant leader reminding us of Micah 6:8. The successful candidate will have strengths in each of the areas WORSHIP, GROW, and SERVE and will support, train and nurture others, developing their strengths and empowering them to lead. Our ministry must not rest solely on the pastor's shoulders, nor will we be as faithful as we can be without shared responsibility.

Our next senior pastor needs a big picture viewpoint to see our church for the unique spiritual community and family entity that it is, then help us see our strengths and shortfalls. We want to "stay SPC" but grow in faith and ministry, adding people of all ages to stay an intergenerational church.

We try to follow the commands of Matthew 28:19-20 and John 13:34-35, leading people to love and serve God, as a voice of hope, experiencing a God-first life and a life-changing relationship with Jesus, fully enjoying His grace, forgiveness and goodness. Our next pastor will help us by encouraging us to engage our community and world, to be a church that lives by faith and the Holy Spirit, and known for love, service and welcome to all.

We are historically, but not intentionally, an all-white congregation. We hope to open our eyes wider and broaden our view to see the needs of all in our community, and to serve, understand and welcome those whose race or cultural background differs from ours.

#### **Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:**

First, we seek a pastor who walks in relationship with God, actively experiencing and modeling God's goodness and love, Christ's compassion and grace, and the Spirit's joy and inspiration; who, as a beloved child of God, is authentic, humble and able to be vulnerable.

Second, we seek a pastor with a strong sense of call to SPC who will nurture relationships with members, including our youth. By building trust and leading by example, our pastor will encourage and guide us in our walk of faith, bringing us closer to God. We seek someone who

- Is a strong preacher and teacher who inspires and brings scripture to life, sharing seminary training and experiences of faith. A Bible scholar, well read and curious.
- Appreciates that we hold diverse political and theological views, and that as members of Christ's body, we love and respect each other.
- Copes well with change, conflict, and differences of opinion. Draws on experience, is creative and open to others' ideas. Takes thoughtful risks.
- Values and collaborates with staff and lay leadership, building up strengths.
- Brings us together and gets us excited about service to our community.
- Communicates thoughtfully. Laughs and cries with us. Listens to us.

Third, we seek a pastor who practices self-care, values vacation and study leave, and sets boundaries. Small town life offers many opportunities for connection, but this is not a 9-5 job. Nurture your sense of humor, the pep in your step, and the sparkle in your eye!

#### **What specific tasks, assignments, and program areas will this person have responsibility?**

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### **WORSHIP:**

- Lead worship with the Associate Pastor and Music Director. Preach 3-4 times/month. Lead/assist in weddings, funerals and special services.
- Support Youth Sunday and other lay participation.
- Set a welcoming and inclusive tone.

### **GROW:**

- Provide guidance and support for Christian Education and youth ministries.
- From time to time, lead Sunday School, Bible study, LOGOS, and youth activities.
- Lead Communion class for children, Confirmation class and new members' class.
- Provide training, guidance, and faith partnering to develop and empower lay leaders.
- Seek opportunities for fellowship and relationship building.
- Lead us in visioning. Encourage growth in numbers and faithfulness.

### **SERVE:**

- Minister through prayer, counseling, pastoral visits, and theological conversation.
- Participate in outreach and mission.
- Represent SPC in the community, and in ecumenical and community partnerships.
- Look for ways to serve, including those of other races/cultures, and Roanoke College students nearby.

### **Administrative:**

- Fellow staff members (Associate Pastor, Music Director, Parish Nurse, and Church Administrator) are partners in ministry, each outstanding in his/her role. Supervise, encourage and empower them. Meet and plan together.
- Oversee internal and external communications.
- Practice sound financial management, with money following mission.
- Moderate Session; attend Diaconate and committee meetings as needed.
- Participate in Presbytery and other councils of the PCUSA.

### **Optional Links:**

**Church Leadership Connection**  
**The Call System for the Presbyterian Church (U.S.A.)**

salempres.org  
youtube.com/channel/UCYdTGFwaO9jyVxIRITX6Fzg  
dhr.virginia.gov/historic-registers/129-0009/  
peakspresbytery.org  
familypromiseroanoke.org  
saalemfoodpantry.org  
SAEMVA.org  
facebook.com/TheGivingGardenSalem/  
rescuemission.net  
cedepca.us  
saalemva.gov  
visitsalemva.com  
s-rcchamber.org  
facebook.com/mainstreetsalem/  
saalem.k12.va.us  
roanoke.edu  
oldesalemdays.org  
saalemuseum.org  
milb.com/salem  
visitroanokeva.com  
downtownroanoke.org  
roanokeoutside.com  
greenways.org  
rso.com  
blueridgeparkway.org

**Leadership Competencies:**

Compassionate

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Organizational Agility

Strategy and Vision

Collaboration

Interpersonal Engagement

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Motivator
Self Differentiation

<b>Compensation and Housing: Cost of Living Calculator</b>
<b>Minimum Effective Salary:</b> \$65,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
Name	Address	Phone Numbers	Relation	Email
Tupper Garden - Pastor	41 East Main Street, Salem, Virginia 24153	540-389-3881 (church offi	Interim Pastor Salem Presbyterian Church	tupper.garden@salempres.org
Artice Ledbetter - Program Director, St. Paul's Episcopal Church, Sale	1906 Millstream Drive, Salem, Virginia 24153	540-598-4333	Joint activities (Vacation Bible School, Youth Act	ALedbetter@SalemStPauls.org
H. Marie Muddiman – Executive Director of Family Promise of Greater Ro	37 East Clay Street, Salem, Virginia 24153	540-444-7374	local non-profit; office/day center housed by Sale	mmuddiman@familypromiseroanoke.org

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 01/19/2022</b>

<b>Self-referral Contact Information</b>	
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<b>Fax</b> (434) 847-4650	<b>Email</b> c.utley@peaksprebytery.org
<b>COM:</b> Russ Merritt	<b>Address</b> PO Box 2519, Forest, VA, 24551
<b>Daytime Phone</b> (434) 845-1754	<b>Office Phone</b> (434) 845-1754
<b>Fax</b> (434) 845-7829	<b>Email</b> julie@peaksprebytery.org
<b>PNC:</b> Fran Ferguson	<b>Address</b> 41 E. Main St., Salem, VA 24153
<b>Daytime Phone</b> 540-389-6760 (daytime)	<b>Office Phone</b> 540-915-4340 (mobile)
<b>Fax</b>	<b>Email</b> salemprespnc@gmail.com