



Rev. 6/2008

**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/**

**Church Information Form (Part I)
Step 1 of 5**

Church/Organization ID: 59559

Church/Organization Name: Santa Fe Presbytery

Mailing Address: 301-A Menaul Blvd. NE

City: Albuquerque **State:** NM **Zip Code:** 87107-1527

Telephone Number: 505 345-5657 **Fax Number:** 505 345-6563

Email: rp@santafepresbytery.org

Web site: www.LasPlacitasChurch.org

Step 2 of 5

Church 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: 95

Church School Attendance: 12

Church School curriculum: Seasons of the Spirit

Check if certified as eligible for participation in the Seminary Debt Assistance Program

CIF (Part I) - Step 3 of 5

Ethnic Composition Of Congregation (*in whole %*):

- African American
- Caucasian
- Chinese
- Hispanic Mexican/Central American
- Hispanic Puerto Rican
- Japanese
- Korean
- Native American
- Taiwanese
- Other Asian
- Other

CIF (Part I) - Step 4 of 5

Presbytery: Presbytery of Santa Fe **Synod:** Synod of the Southwest

Community Type (select one)

- | | | |
|--|---|--|
| <input type="text" value=""/> Rural | <input checked="" type="text" value="X"/> Village | <input type="text" value=""/> Town |
| <input type="text" value=""/> Small City | <input type="text" value=""/> Suburban | <input type="text" value=""/> Urban |
| <input type="text" value=""/> Inner City | <input type="text" value=""/> College | <input type="text" value=""/> Recreation |
| <input type="text" value=""/> Retirement | <input type="text" value=""/> N/A | |

Church Information Form (Part II) Step 1 of 7

Church/Organization ID: 59559

Church/Organization Name, City, State: Santa Fe Presbytery, Albuquerque, NM

Position To Be Filled(select one)

- | | |
|--|--|
| <p><input type="checkbox"/> Associate Pastor (CE)
<input type="checkbox"/> Associate Pastor (Youth)
<input type="checkbox"/> Associate Pastor (Other)
<input type="checkbox"/> Associate Pastor (Young Adult)
<input type="checkbox"/> Pastor (Solo)
<input type="checkbox"/> Pastor (Head of Staff)
<input type="checkbox"/> Pastor (New Church Development/Fellowship)
<input type="checkbox"/> Pastor (Redevelopment/Transformation)
<input type="checkbox"/> Pastor (Tent Maker/Part-time)
<input type="checkbox"/> Pastor (Yoked/Multiple)
<input type="checkbox"/> Co-Pastor
<input checked="" type="checkbox"/> Designated Pastor
<input type="checkbox"/> Mission Pastor
<input type="checkbox"/> Interim Ministry (Governing Body)
<input type="checkbox"/> Interim Pastor
<input type="checkbox"/> Interim Associate Pastor
<input type="checkbox"/> Pastor (Parish)
<input type="checkbox"/> Pastor (Shared Ministry)
<input type="checkbox"/> Executive Pastor</p> | <p><input type="checkbox"/> Church Educator (non-ordained)
<input type="checkbox"/> Campus Ministry
<input type="checkbox"/> Chaplain
<input type="checkbox"/> Administrator
<input type="checkbox"/> Church Business Administrator
<input type="checkbox"/> Executive
<input type="checkbox"/> Minister of Music (ordained)
<input type="checkbox"/> Director of Music (non-ordained)
<input type="checkbox"/> College/Seminary Faculty
<input type="checkbox"/> College/Seminary Staff
<input type="checkbox"/> Pastoral Counselor
<input type="checkbox"/> General Assembly Staff
<input type="checkbox"/> Presbytery Staff
<input type="checkbox"/> Synod Staff
<input type="checkbox"/> Presbytery/Synod Stated Clerk
<input type="checkbox"/> Presbytery/Synod Executive
<input type="checkbox"/> Presbytery/Synod Program Staff
<input type="checkbox"/> Youth Director (non-ordained)
<input type="checkbox"/> Other</p> |
|--|--|

Specify Title (if appropriate): _____

Employment Status

Full Time _____ Part Time _____ Open to Either

Years of 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

Deadline date for this CIF, if any: _____

CIF (Part II) - Step 2 of 7

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

CIF (Part II) - Step 3 of 7

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

Las Placitas Presbyterian Church is an inclusive Christian community gathering for worship, prayer, learning, fellowship, and spiritual growth for people of all ages. As members of the body of Christ, we celebrate God's grace in our lives and seek to extend God's love and promise through service, outreach, education, music, arts, and witness. We are committed to peace and justice in the world, and to care for the earth as God's gift to humankind.

We cherish our origin as an early Spanish village mission church and honor this heritage in all of our activities.

We are Presbyterian in theology and governance, but welcome and support all people as they explore their personal life paths, emphasizing Christ's word, "Where two or three are gathered in my name, I am there among them." - Matthew 18:20

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

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

In a recent discussion of what makes Las Placitas Presbyterian Church unique, a member said, "It's all about community."

A contemplative and a traditional Sunday service; child and adult Sunday study; women's Bible study; a spiritual discovery study group that questions what we believe; and an active youth group are the core of our programs. The Mother's Day Out child care program and the Casa Rosa food pantry are major accomplishments of our church. Both operate in our buildings and focus our mission to the local community. We also support about 15 community and national missions including Menaul School and Just Coffee Border Ministry, a Chiapas, Mexico coffee co-op.

Our Comfort and Joy Circle makes and gives shawls in times of sadness and celebration; the Earthcare Fellowship plans Earth Day Sabbath and four Earth Vespers celebrating each season; and our Chili Pepper Café provides food for frequent church and community events.

On our property LPPC created: the Memorial Garden, a very special place of reflection and meditation; and the Jubilee Garden, a cooperative community project, growing fresh produce for the gardeners and other neighbors in need. We also host The Placitas Artists Series, an independent community organization and a great joy for over 20 years, bringing music and art to our space.

Some special occasions include: a summer service in the mountains; an annual Navajo Taco dinner; Thanksgiving and Easter potlucks; spiritual retreats; and occasional mission trips.

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

The congregation is denominationally, culturally, socially, professionally and experientially dissimilar but it's the variety of our backgrounds that brings a vast array of talents, gifts and skills to accomplish our mission. Descendants of the Spanish land grant are the church's founding members and help maintain an historic perspective when considering our vision; those who've farmed the land and maintained the acequias for decades work hand-in-hand with those working in the environmental sciences.

Artistic talent abounds: from the artisans who built the sanctuary and fellowship hall in 1984 to the fine artists whose works adorn the walls they built; from our Choirs who enhance worship services to the special music contributions of individual members; from our gifted authors and poets to those who read the Scriptures in Spanish on Sunday.

Members provide free professional services. Fierce determination is a hallmark of our efforts, as most recently seen in the expansion of the church building. As the centerpiece of Placitas, LPPC is used for many community meetings.

Despite varied backgrounds we're united in purpose. We share concerns for the earth, for the disadvantaged and the oppressed, and embrace one another in our common mission while being tolerant and respectful of our differences.

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

Historically Hispanic and liturgically Presbyterian, LPPC welcomes and supports all people as they explore their personal life paths. Diversity may be the single most identifiable characteristic of LPPC's theology. Members come from a wide variety of traditions from Catholic to Baptist to unchurched. The membership is moderate to progressive theologically but includes the full range of political affiliation, sexuality, ethnicity, education, financial status, and social background. All are welcomed with friendliness and without condemnation or judgment.

Mission on all levels—local, regional, national and international—has a long heritage at LPPC. This is expressed by providing education, food, housing, comfort, companionship, prayer and presence to those in need.

Finally, LPPC embraces individual and collective change in the Church, community and world. The church supports youth and families as they grow and change. The building is a gathering center for the community of Placitas as it expands to bring in diverse groups of people. The congregation studies the changing theology of the Church, taking stands on issues from time to time. The membership seeks to be knowledgeable and sensitive of the world's crises, wars, disasters and hopes, responding with offerings, mission projects and occasional mission trips. We work to be responsible to the earth and its creatures, focusing worship experiences, studies and projects on our environment.

CIF (Part II) - Step 4 of 7

References (Limit 3)

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

Name – Sally Curro
Address – 13 Yucca Lane
Phone Numbers – 505- 867-2471
Relation – Long time member
E-mail – scurro13@comcast.net

Name – Rev. Ken Cuthbertson
Address – 4724 Hannett Ave NE, Albuquerque, NM 87110-5016
Phone – 505-256-1162
Relation – Former Parish Associate
E-mail – ScotsCotNM@aol.com

Name – Rev. Jane Harmes
Address – 533 Bradford Ct., Claremont, CA 91711
Phone – 909-267-9042
Relation – Former Pastor
E-mail –

CIF (Part II) - Step 5 of 7

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

A. Major Responsibilities: *for what specific tasks, assignments, and program areas will this person have responsibility?* Enter the Position Description, including major responsibilities, for which this person will be responsible. (1500 character limit, including spaces and punctuation).

LPPC is the spiritual center of the village of Placitas and its residents. These residents seek out our Pastor for comfort and services. In addition to being spiritually available to the entire community, the Pastor will:

- deliver the Sunday message;
- honor Las Placitas Presbyterian Church's Spanish heritage;
- promote individual and corporate spiritual development;
- provide pastoral counseling in the church and the community; and
- conduct officer training.

WITH THE SESSION the Pastor will:

- plan strategically for the current and future life and work of the church;
- lead the church to a deeper understanding of stewardship;
- ensure that committees are mission-focused and vital;
- monitor and oversee the church's financial health;

- direct administrative and program staff; and
- co-ordinate with our community outreach programs, such as Casa Rosa (food bank) and Mother's Day Out (child care co-op).

WITH THE DEACONS the Pastor will:

- provide pastoral care and visitation to the congregation and community.

WITH VARIOUS COMMITTEES the Pastor will:

- plan, coordinate and implement weekly worship services and occasional special celebrations;
- suggest and participate in opportunities for food, fellowship and fundraising;
- organize educational and recreational programs for children, youth and adults;
- follow up with visitors and potential new members, reconnect with lapsed and sporadic members;
- and
- create opportunities for mission giving and service.

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

CHARACTERISTICS

LPPC is multi-cultural in all aspects and as such a successful pastor will be a good listener, non-judgmental, open-minded and adaptable to the congregational needs and experiences, pragmatic and flexible in action and manage through consensus. Foremost among the qualities needed is a total lack of dogmatism in both preaching and actions. Patience, understanding and compassion, exhibiting acceptance, love, empathy and care as well as a strong sense of social justice will be called upon. Finally, LPPC responds well to a positive attitude and a sense of enthusiasm, joyfulness, and energy.

REQUIRED SKILLS

Exegetical messages with a sense of history and an up-to-date theme are essential. Several years of experience in established church leadership positions, with skills in membership growth, church financial management, stewardship, capital campaign or fundraising are important. As a demonstrated leader, the successful candidate will need skills in relationship building, teaching and training of staff and volunteers, nurturing, and administration. The candidate must be spiritually engaging, gregarious, inspirational, work well with all of our congregants of various faith backgrounds, levels of spiritual development, and ages.

DESIRED SKILLS

A good sense of humor, an appreciation of the arts and music, Spanish speaking, computer literacy, and an appreciation of the beauty and mystery of the earth are especially valued.

Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- | | |
|--|---|
| <input type="checkbox"/> Administration of Programs | <input type="checkbox"/> Administrative Leadership |
| <input type="checkbox"/> Adult Ministry | <input type="checkbox"/> Budget Preparation |
| <input type="checkbox"/> Building Renovation/Property Development | <input type="checkbox"/> Children's Ministry |
| <input type="checkbox"/> Choir Directing | <input checked="" type="checkbox"/> Communication (Written/Oral) |
| <input checked="" type="checkbox"/> Community Ministries | <input type="checkbox"/> Community Service and Leadership |
| <input checked="" type="checkbox"/> Conflict Management/Mediation Skills | <input type="checkbox"/> Congregational Communication |
| <input checked="" type="checkbox"/> Congregational Fellowship | <input type="checkbox"/> Congregational Home Visitation |
| <input type="checkbox"/> Congregational Redevelopment/Revitalization | <input type="checkbox"/> Corporate Worship/Sacraments |
| <input type="checkbox"/> Counseling | <input checked="" type="checkbox"/> Cross Cultural Collaboration/Cultural Proficiency |
| <input type="checkbox"/> Curriculum Building | <input type="checkbox"/> Defining Program Needs |
| <input type="checkbox"/> Development of New Educational Experiences | <input type="checkbox"/> Ecumenical and Interfaith Activities |
| <input type="checkbox"/> Evaluation of Program and Staff | <input type="checkbox"/> Evangelism |
| <input type="checkbox"/> Facility Management | <input checked="" type="checkbox"/> Family Ministry |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Fund Raising |
| <input type="checkbox"/> Governing Body Ministry | <input type="checkbox"/> Group Process Facilitation |
| <input type="checkbox"/> Hospital and Emergency Visitation | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Instrumental Music | <input checked="" type="checkbox"/> Involvement in Mission Beyond Local Church |
| <input type="checkbox"/> Leadership Development | <input type="checkbox"/> Leadership of Staff/Volunteers |
| <input type="checkbox"/> Leading Music Ministry | <input type="checkbox"/> Legal/Tax Matters |
| <input type="checkbox"/> Management of Building Usage | <input type="checkbox"/> Management of Equipment Resources |
| <input type="checkbox"/> New Church Development | <input type="checkbox"/> Office Management |
| <input type="checkbox"/> Older Adult Ministry | <input type="checkbox"/> Organization /Administration |
| <input type="checkbox"/> Organizational Leadership and Development | <input type="checkbox"/> Parliamentary Expertise |
| <input type="checkbox"/> Pastoral Care | <input type="checkbox"/> PCUSA Polity/Constitutional Knowledge |
| <input checked="" type="checkbox"/> Preaching | <input type="checkbox"/> Problem Solving/Decision Making |
| <input type="checkbox"/> Project Management | <input type="checkbox"/> Public Relations |
| <input type="checkbox"/> Rural Ministry | <input type="checkbox"/> Scholarship/Publishing |
| <input type="checkbox"/> Small Membership Church Ministry | <input checked="" type="checkbox"/> Spiritual Development |
| <input type="checkbox"/> Staffing/Human Resources | <input checked="" type="checkbox"/> Stewardship and Commitment Program |
| <input type="checkbox"/> Strategic Planning | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Training Volunteers | <input type="checkbox"/> Transitional/Interim Ministry |
| <input type="checkbox"/> Urban Ministry | <input type="checkbox"/> Young Adult Ministry |
| <input type="checkbox"/> Youth Ministry | |

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(USA).

Minimum **Effective** Salary \$ 39,500 Maximum **Effective** Salary \$ 39,500

- Housing Type Manse
- Housing Allowance
- Open To Either
- Not Applicable (*For Non-pastoral Positions Only*)

Geographic Choices.

Suggest individuals from anywhere in the United States (or)

Suggest individuals only from specific areas checked below:

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

CIF (Part II) - Step 6 of 7

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)

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

CIF (Part II) - Step 7 of 7

Self-referral Contact Information:

PNC: Elizabeth Morgan

Email: officemanager@santafepresbytery.org

Address: 301-A Menaul Blvd. NE, Albuquerque, NM 87107-1527

Daytime Phone: 505-266-4240

Fax: 505-345-6563