

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

**Mif #: 07166.ACO**

**Ministry General Information**

<b>Ministry Number</b>	07166
<b>Ministry Name</b>	Salem First Presbyterian Church
<b>Mailing Address</b>	770 CHEMEKETA ST NE SALEM, OR 97301
<b>Phone</b>	(503) 363-9234
<b>Fax</b>	(503) 391-7992
<b>E-Mail</b>	office@salemfpc.org
<b>WWW Address</b>	www.salemfpc.org
<b>Ministry Size</b>	251 - 400 members

<b>Ethnic Composition</b>	
	American Indian or Alaskan Native 1%
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	White 97%

<b>Average Worship Attendance</b>	150
<b>Church School Attendance</b>	11
<b>Curriculum</b>	Various
<b>Yoked</b>	False
<b>Presbytery</b>	The Cascades
<b>Synod</b>	SYNOD OF THE PACIFIC
<b>Community Type</b>	Small City

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Solo Pastor
<b>Experience Required:</b>	0 to 2 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>	
<b>Clergy Couples:</b>	True

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

# Church Leadership Connection

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

**We are a full inclusion community of ordinary people experiencing and embodying God's extraordinary love.**

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

SFPC strives to be a place where everyone is welcome, and all are treated with respect. We live this out as an inclusive community of faith rooted in the love of God. We believe worship is not just found in church on Sundays; it is something expressed in everything we do and how we live our lives. We use the scriptures, sermons and what we learn through Christian education as a guide to help navigate the current world, even when that world dehumanizes people with differing backgrounds and value systems. Our education program is built on Christ's mandate to reach the unchurched – seekers – and encourage them in their faith journey within our discipleship community. We recognize that we are bound together not only by our love of God but also by our yearning to learn the context of Christ's teaching and how it applies to our daily lives.

In addition to providing a welcoming atmosphere, we prayerfully work as lay leaders and servants to mobilize the teachings of Christ through our missional outreach. Our work includes improving the lives of our unsheltered neighbors through our Warming Center and our partnerships with Family Promise and Presbyterian Disaster Assistance. Our current community outreach builds relationships together and enhances our engagement with one another through zoom chats, fellowship gatherings or fun times like our Cookie Drive-Thru.

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

To meet the emerging needs of the community around SFPC, we provide education, foster social justice and nurture fellowship for those in need in our congregation and community. We offer biblical education for all ages. There are Sunday School opportunities during church service for young children and activities for older youth on Sunday evenings and during the week. Currently, our online adult discipleship classes give us time to share our thoughts and learn from one another. We are called to ensure a safe worship space for all. We are committed to developing our congregation's understanding and commitment to diversity, equality, and inclusion of all marginalized groups as an expression of welcome to all our siblings in Christ. Through our relationship with a Montessori school we provide a space to educate and care for the children of working families. Additionally, we partner with the Marshallese New Beginnings Congregation by providing worship and fellowship space. We are eager to adapt and more fully utilize our facility to meet the emerging needs around us, evidenced by our work with the local warming network, providing relief for unsheltered people during inclement weather and other emergencies. We are always developing new activities and fellowship opportunities for our congregation and community. We minister to our college and young adults with an emphasis on meeting the challenges of emerging adulthood, through meals, fellowship and worship opportunities.

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

Over time, SFPC has become more missional in its response to the deep, unmet needs of our neighbors. This includes care to the poor, hungry and unsheltered. Our new pastor will compassionately embrace and advance this vision. The new pastor will be a highly relational, welcoming leader, modeling Christ in daily life. They will bring together people of various viewpoints in a respectful way. They will guide us to grow our culture of hospitality, safety, respect and welcome, no matter each person's doctrinal or political leanings.

We prioritize growth in people, and community impact, over growth in membership. We believe God wishes us to dedicate our resources—time, talent, and treasure—to build a community that fully supports the next generation of believers. The pastor will challenge the congregation to live into the work of love and justice to which Christ calls us, helping us to know and use our spiritual gifts at all stages of life.

We are a big tent church. Our new pastor will be comfortable relating to members wherever they are on their faith journey, theological perspective, ecclesiastical views, or range of worship preferences.

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

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The situation at Salem First Presbyterian is challenging and will include balancing stable traditions and trying new things. It is important for our pastor to accurately assess the context, environment, history, relationships and special characteristics of the congregation. They will communicate with transparency and will be approachable, informed, humble and consistent. We highly value collaboration between individuals, committees and outside organizations in a way that fosters belonging. We desire a leader who can discern spiritual gifts and empower members in service. It is imperative that our new leader has patience to wait upon the movement of the spirit as we discern a path forward. Change will require honesty and open dialogue. Our congregation has a deep need for a senior pastor they can trust and have confidence in without abandoning their own autonomy and responsibility. As a preacher and teacher, we desire someone who can weave historical context with current day events, challenging the congregation to deeper faith and action, bringing people of various perspectives together. Additionally, our pastor will appreciate the use of current technology to move worship, communication and education forward.

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

In addition to the duties in the job description, there are several areas of specific importance with which the pastor will be more integrally involved. We have significant diversity in politics, theology, and generations. We see our new pastor as one who will bridge these differences by fostering communication between these diverse groups. There are young adults transitioning from their youth and family upbringing to their own interpretation and exploration of faith. Additionally, our Millennials and Gen Xers are attempting to deconstruct their religious experiences often while sharing faith and spirituality with their children. We also have many who are transitioning into retirement and later seasons of life and service. Our hope is that our new leader can bring authentic faith teachings and a sense of meaning that overarches and demonstrates relevance for the many types of life transitions. We desire a leader who can teach, inspire and exhort the congregation through discipleship. We desire a leader who is both a guide and companion on the journey.

#### **Optional Links:**

[www.salemfpc.org](http://www.salemfpc.org)  
[www.salemfpc.org/pnc](http://www.salemfpc.org/pnc)  
<https://www.facebook.com/salemfpc>  
<https://www.travelsalem.com>  
<https://www.cityofsalem.net/Pages/visit-salem.aspx>

#### **Leadership Competencies:**

Compassionate

Hopeful

Preaching and Worship Leadership

Teacher

Communicator

Willingness to Engage Conflict

Organizational Agility

Interpersonal Engagement

Bridge Builder

Self Differentiation

#### **Compensation and Housing: Cost of Living Calculator**

**Minimum Effective Salary:** \$75,000

**Housing Type:** Housing Allowance

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References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Clark Scalera	c/o Presbytery of the Cascades, 245 S. Bancroft Street, #D, Portland, OR 97239	(503) 606-5699	Advocate for Congregations and Clergy	clark@potc.life
Julie Gertenrich	3320 Elderberry Drive, S, Salem, OR 97302	(503) 930-5033	Area Young Life Director	juliegertyl@gmail.com
Mark and Tiffany Bulgin	299 Cottage Street NE, Salem, OR 97301	(503) 581-6154	co-founders of community partner serving youth in	mark@ikebox.com

**Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?**

Yes

**Version Track Info: This MIF was last updated on 02/22/2022**

**Self-referral Contact Information**

**PNC:** Tim Nissen @ Christine Talbert, Co-Chairs      **Address** 156 Front Street NE, #860, Salem, OR 97301

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**Fax**      **Email** pnc@salemfpc.org