



Rev. 6/2008

PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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www.pcusa.org/clc/

Church Information Form (Part I) Step 1 of 5

Church/Organization ID 8119
Church/Organization Name Trinity Presbyterian Church
Mailing Address 1619 6th Ave
City Tacoma State WA Zip Code 98405
Telephone Number 252-272-8819 Fax Number 253-272-0887
Email office@tpctacoma.org
Web site www.tpctacoma.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 120

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 %):

Enter the percentage of each racial ethnic component of your congregation.

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 Synod

Community Type (select one)

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

CIF (Part I) - Step 5 of 5

Clerk of Session Details:

Name
Address
City State Zip Code
Preferred Phone Alternate Phone
E-mail
FAX

Church Information Form (Part II) Step 1 of 7

Church/Organization ID 8119

Church/Organization Name, City, State Trinity Presbyterian Church, Tacoma, WA

Position To Be Filled (select one)

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

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

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

Compelled by the love of Christ, we are called to be an authentic, worshipping community, equipping one another to proclaim the Gospel and serve our neighbors, that all people may be drawn to Jesus Christ as Lord.

Trinity is a worshipping community dedicated to living the Gospel in the heart of Tacoma. We strive to live out the Gospel by following five primary values:

1. **PRESENCE OF GOD:** We strive to approach our faith honestly, longing to know God's truth and teachings; we believe God calls us to a genuine faith.
2. **AUTHENTICITY:** The worshipping community of Trinity values and understands the attractiveness of an authentic lifestyle. We believe we are called to live in a manner that disarms those around us by being transparent and truthful about our individual and collective condition.
3. **INTIMACY:** We seek to create an environment where relationships are encouraged as a primary expression of our worship and commitments; we believe God created us to be in relationship with our Creator and with one another.
4. **RISK:** We honor prayerful exploration of individual spiritual gifts, encouraging each person to step into areas of interest rather than expertise, call rather than competence; we believe God desires for us a courageous faith-in-action.
5. **GENEROSITY:** We seek ways to be open and welcoming; we believe God calls us to outreach and inclusiveness.

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.

After 90 years of operation, in the 1980's Trinity Presbyterian Church's (TPC) shifted its focus to practical community service and outreach in response to an increase in neighborhood violence. TPC has maintained its service focus even as our community has changed and is now how we're known in the neighborhood and city. The last 25 years of community service include:

- Trinity After School Program: 1:1 reading support for 1. graders
- Learning Center: Middle & High School tutoring
- Free Medical Clinic & Dental Van
- Clothing Bank & Soup Kitchen
- AA

AmeriCorps volunteers and increasingly more members are leading community service in the week, but linking our congregation to the work is a constant struggle.

TPC has grown in the last decade. So while continuing service, we've actively sought to know each other through church activities, and we have nearly 50 people in community groups. We have 30 plus children in the nursery to 5th grade Sunday programs with the majority in kindergarten and below. With this growth, an important step was hiring an Education and Outreach Director in 2007 to develop a solid foundation in our tutoring and Sunday school programs.

Furthermore, service is a huge part of our personality, we tend to draw folks on Sunday mornings that want their faith to be real enough to share with a person who's hit rock bottom. We don't want a Sunday morning show. We want transparency and depth—something that is Good News to the people in our lives.

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

TPC's congregational mix is largely white collar, with a smaller number of blue collar, trade and service industry professionals. This includes various construction occupations; small business owners; healthcare professionals; teachers and professors; creative types, including artists, writers and musicians; students; non-profit humanitarian and social service professionals; and other white collar for-profit workers.

While coming from a variety of professional and socio-economic backgrounds, the persona of the Trinity community is one that reflects a commitment to authenticity. This is reflected in a "come-as-you-are Christianity", evidenced in part by a multi-generational (including a significant number of multi-decade members) congregation, the inclusion of those with mental/emotional/physical disabilities, and a diversity of theological and cultural points of view. Although we have some racial diversity, most of the congregation is Caucasian. Our worship services feel a little unpolished, but they feel real.

While TPC is involved in a variety of outreach activities, a lot of what Trinity offers is people with the experience of struggling to authentically live out the gospel in their day to day lives. One example is the Trinity Environmental Action group that developed Sustainable Sundays to encourage earth-friendly activities. Another is the racial reconciliation effort, partnering with churches of largely African American members.

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

TPC is a worshipping community dedicated to living the good news of the Gospel in the heart of Tacoma. We seek to live out the Gospel as stated in Scripture. With Christ at the center of our lives we desire to be an agent for God's grace, mercy, and love to one another and to our surrounding community. Thus, we seek to create an environment where relationship is fostered as an expression of our worship and mission.

Reaching out to the needs of our community, addressing our various age populations and stewardship of creation are just a few of the theological issues that are important to us:

1. God has placed us strategically in Tacoma on a street fittingly named "Division", which runs between one of the poorer and one of the more affluent neighborhoods. While this has afforded many opportunities for service and outreach, it has also created some challenges.
2. We have been blessed with an abundance of children – incorporating them into worship, providing discipleship, and building up our smaller groups such as our middle & high school kids and seniors, is an area we continue to address and seek to grow.
3. Taking care of God's creation through encouraging "green" practices that support the environment help make us aware of the importance of our role as stewards.

TPC is a congregation that approaches our faith authentically, and is encouraged to step out in courage to put our faith and love into action – Col. 3:17.

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 Lynn Longfield

Address 15508 Portland Ave SW Lakewood, WA 98498

Phone Numbers 253-588-5204

Relation Executive Presbyter of Olympia Presbytery

E-mail lynn@olypres.org

Name Arlen Davison

Address 5815 89th St Ct E Puyallup, WA 98371

Phone Numbers 253-841-9358

Relation Committee on Ministry Liaison

E-mail wyopuy@aol.com

Name Tad Monroe

Address 1617 Division Ave #11 Tacoma, WA 98403

Phone Numbers 253- 272-2184 x 102

Relation Former Associate Pastor at Trinity Presbyterian Church

E-mail tmonroe@urbangracetacoma.org

CIF (Part II) - Step 5 of 7

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, and program areas will this person have responsibility?*

We are searching for a candidate who is comfortable working with a diverse congregation situated in a diverse community and has a vision of how the church is best suited to live the Gospel in that setting. TPC is not a large church who values programs above people and is not looking for a pastor to lead a formulaic existence. Rather, a patient pastor with an acute ability to listen and experiment with new ways of reaching the community and our congregation is what this faith community is looking for.

The purpose of this position is to provide spiritual leadership and pastoral care to the people and ministries of TPC. This includes but is not limited to the following:

WORSHIP

Planning and leading worship services
Administering sacraments

SESSION

Preparing agendas, planning resource stewardship, providing financial oversight and nurturing spiritual leaders

PASTORAL CARE

Attending to the congregation's spiritual needs

STAFF

Leading, directing, supporting, supervising and evaluating program and support staff

COMMUNITY

Being a pastor to the congregation and the community
Seeking involvement in the life of the community, building bridges between TPC and our neighborhood

RELATIONSHIPS

Relating to ministries as a church member and servant leader; and the Presbytery as a contributing member

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

- Demonstrable record of getting the community involved in the life of the church
- History of leading groups of people with often differing backgrounds as it relates to family, theology and politics
- Knowledge of working in diverse communities and/or ones that have experienced gentrification
- Experience leading a staff with direct reports in the 5-10 range and being responsible for their professional improvement

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 checked="" 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 type="checkbox"/> Communication (Written/Oral) |
| <input type="checkbox"/> Community Ministries | <input checked="" type="checkbox"/> Community Service and Leadership |
| <input type="checkbox"/> Conflict Management/Mediation Skills | <input checked="" type="checkbox"/> Congregational Communication |
| <input type="checkbox"/> Congregational Fellowship | <input type="checkbox"/> Congregational Home Visitation |
| <input type="checkbox"/> Congregational Redevelopment/Revitalization | <input checked="" type="checkbox"/> Corporate Worship/Sacraments |
| <input type="checkbox"/> Counseling | <input 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 checked="" 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 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 checked="" 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 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 checked="" type="checkbox"/> Urban Ministry | <input type="checkbox"/> Young Adult Ministry |
| <input type="checkbox"/> Youth Ministry | |

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

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Amber Englund
Address 1025 S Prospect Street
City Tacoma State WA Zip Code 98405
Preferred Phone 206-940-0682
Alternate Phone 253-306-1886
FAX _____
E-mail Address for PNC Communications: englund.amber@gmail.com

Endorsements

Pastor Nominating Committee
Or Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Committee on Ministry _____ Date _____
Signature

Rev. 9/2006

When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.