

## CIF #: 10766.AC0

**Church/Organization ID:** 10766  
**Church/Organization Name:** COMMUNITY OF GRACE  
**City & State:** SANDY, UT

### Position Details

<b>Position to be Filled:</b> Pastor (Head of Staff)	<b>Experience Required/Desired:</b> Desired
<b>Employment Status:</b> Full-time	<b>Experience Level:</b> 4 years or more
<b>Language Requirements:</b> English	
<b>Brief Church Mission Statement:</b>  Community of Grace exists to build confident followers of Jesus Christ who love God, neighbor and self. We believe God is calling us to be a community growing in love, compassion and justice. We believe we are called to use the values of love, excellence, spiritual practices, sharing God's word and deed with others and communicating the Gospel in meaningful, practical and relevant ways in all ministries.	

### Narrative Questions

#### **Brief description of the church/organization's programs or accomplishments:**

Two Sunday Worship services: Contemporary service at 8:30am with Praise band and communion served each week. Traditional service at 11:00am with choir and communion served the first Sunday of each month. Sunday school at 9:45am for all ages. Summer Vacation Bible School program. Service partnerships with projects supporting Utah Food Bank, Salvation Army, Crossroads Urban Center, Tree Utah, Make-A-Wish, Royal Family Kids Camp (summer camp for Foster children), Amor Ministries (building houses in Mexico), Heifer International, school scholarships for girls in Kenya, Aids relief in Africa, COPI vitamin collections for orphans in Vietnam, 10,000 Villages.

Community of Grace serves the neighborhood by providing its building and facilities for two Voting districts, commuter parking, weekly AA meetings, La Leche League, multiple youth basketball teams, Taekwon Do and Yoga instruction.

#### **Gifts, Skills and Experiences the congregation possesses to fulfill its mission:**

CoG has a Team leadership model. The day to day management and implementation of ministry is the responsibility of the Pastor and two Ministry Area Leaders. All Ministry is designed

around five key characteristics to enable and encourage growth as more confident followers of Christ.

At present we have an Area Leader overseeing family ministry which includes: adult and children's Sunday school programs and small groups, children's worship, nursery, VBS, church fellowship/ service events and a family mission trip.

The Youth Ministry Area Leader position is vacant, however a search is underway. The Youth Ministry Leader oversees the Jr and Sr High programs: the Message (worship-time), confirmation, fellowship and service, small groups and mission trips.

The Pastor oversees the Area Leadership Team and is directly the Area Leader for worship, Deacons, new member's class, an Alpha program, prayer ministry, outreach and operations.

Forty percent of our membership regularly supports ministry with volunteer hours.

Session (6 Elders) and the Treasurer (participates without voting rights) govern and oversee, ensuring the Core Spiritual Identity (CSI) is developing in every ministry area, updates policies, systems, organizational structures, annual and long term goals. Session is currently working on plans to extend its' direct involvement in ministry to and with the congregation in a way that capitalizes on and integrates more with the Deacon board.

**Key theological issues of the church and society that are reflected in the ministry of the congregation/organization:**

We believe the process of building confident followers requires the development of five key characteristics. Those key characteristics are: Connecting with God through Christ-centered relationships; Growing and maturing to follow Jesus Christ in all areas of life; Serving in ministry through offering our resources, gifts, passions and strengths; Sharing God's love by reaching out to others in word and deed, and Living worshipfully, practicing the presence of God as the dominant reality of our lives.

Community of Grace appreciates diversity and believes we are called to extend God's love and grace to everyone.

We ask and expect that our church leadership is grounded and guided by Presbyterian theology.

**References**

<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. Laura Stellmon	Presbytery of Utah, 669 East South Temple, Suite 202,	801-539-8446	Transitional Presbyter	<a href="mailto:laura@utahweb.com">laura@utahweb.com</a>

	Salt Lake City, UT 84102			
Rev. David Henry	First Baptist Church, 777 South 1300 East, Salt Lake City, UT 84102	801-582-4921	PC(USA) pastor serving as an interim at First Bap.	<a href="mailto:pastor@firstbaptist-slc.org">pastor@firstbaptist-slc.org</a>
Rev. Bill McGuinness	Community of Grace Presbyterian Church, 2015 Newcastle Drive, P.O. Box 902410, Sandy, UT 84090-2410	801-943-4043	Interim pastor at Community of Grace	<a href="mailto:bill@cogpc.org">bill@cogpc.org</a>

### **Position Description**

#### **A. Major Responsibilities:**

- Prepare, preach and lead worship on Sundays and special times including holidays, funerals and weddings, among others – Provide pastoral care for all members in collaboration with Adult Area leader & Deacons – Leadership and management of ministry through paid and volunteer leaders – Ensure the CSI (Core Spiritual Identity-Mission, Vision, Values and Characteristics), ministry teams, and systems are developing in all areas of ministry – Moderate Session with authority and responsibility to implement all Session goals and plans. – Increase evangelism and outreach to bring more people to Christ.

#### **B. Characteristics and qualifications needed**

- Demonstrates evidence of living key characteristics – Active Minister of Word & Sacrament who will become a member in good standing with the Presbytery of Utah – Tithe 10% of income to Annual Ministry Budget – Communication and interpersonal skills- a “people” person – Organizational, planning, teaching and training skills – Demonstrates successful utilization of a variety of evangelism and outreach strategies

### **Primary Skill Choices**

**Desired:**

Communication (Written / Oral)  
Evangelism  
Involvement in Mission Beyond the Local Church  
Leadership Development  
Leadership of Staff / Volunteers  
Pastoral Care  
Preaching  
Problem Solving / Decision Making  
Spiritual Development  
Teaching

### **Compensation and Housing**

**Minimum Effective Salary:** \$55,000

**Maximum Effective Salary:** \$66,000

**Housing Type:** Housing Allowance: \$0

### **Geographic Choices**

Unlimited

### **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, or marital status, age, or disabilities." (G-14.0502b)

### **FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.)**

See Also: Forms of Government G-10.0102n, G-11.0502d, G-13.0201b

### **For Clergy Positions**

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

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

### **Pastor Nominating Committee/Search Committee Chairperson**

**Name:** Stephanie Marin

**Full Address** 1927 Gunther Drive, Salt Lake City, UT  
84121

**Preferred Phone** 801-942-6603  
(home)

**Alternative Phone** 801-755-8092 (cell)

**Fax**

**E-mail** [pnc@cogpc.org](mailto:pnc@cogpc.org)

### **Status Information**

**Deadline date for this CIF:** (none)

**Approval Status:**

#### **CIF Version Track Info**

The initial version of this CIF was submitted by user P0410766 on 11/16/2009

The current version of this CIF was last updated by user P0410766 on 11/16/2009