

THE PRESBYTERY OF BEAVER - BUTLER

P.O. Box 279 * 134B South Main Street * Zelienople, Pennsylvania 16063-0279
724-452-7515(P) * www.beaverbutler.org * office@beaverbutler.org * 724-452-7522 (F)



January 14, 2021

Dear Minister Colleagues and Ruling Elders of Beaver-Butler Presbytery:

Your Executive Presbyter Nominating Committee (EPNC) has been working since March to find the person to be our next Executive Presbyter. After ten months of prayer, discernment, and hard work, we are ready to announce the results of our search.

With great joy, and in firm agreement, your EPNC is pleased to present The Rev. Dr. Thomas L. Harmon as the candidate for the Executive Presbyter position.

We pray the presbytery will vote to elect Tom at a special called presbytery meeting, **Thursday, January 14, 2021, 6:30 PM**, using the Zoom format. We have attached a brief bio, Tom's Personal Information Form, his Statement of Faith, and Terms of Call (approved by the Ministry & Vocation Committee).

In spite of the challenges we faced with the Covid-19 pandemic, the Committee was dedicated to a thorough and fair search process. Some highlights:

- 10 Self-Referrals;
- 71 "matches" from the Church Leadership Connection;
- Emails sent to the matches, asking if they were interested – 21 said yes;
- Five Supplementary Questions were sent to 31 (21 matches, 10 Self-Referrals);
- 17 responded to the Questions;
- Reviewed the 17 responses, read their PIFs, discussed and graded the candidates;
- 6 "first" interviews (2 women, 4 men), and 3 "second" interviews (1 woman, 2 men).

We believe the Holy Spirit has led us to recommend Tom Harmon. Tom's gifts and experiences are an outstanding match with the Expected/Preferred Skills outlined in the EP Job Description, approved by the presbytery. Further, Tom will meet the Relational, Developmental, and Administrative Responsibilities required. We encourage everyone to review Tom's PIF, as well as his own introductory letter.

Those who know Tom through his six years among us will agree he is well-qualified to be the one who will lead Beaver-Butler Presbytery into the future. Tom himself has been instrumental in enabling conversations about what our future should be.

Finally, Tom has lived and worked among us these past six years, and he knows our history, our culture, our language, and our traditions. There is no need for "orientation." He is one of us, and is ready to step up and get to work.

Comments from members of the Search Committee:

I was impressed with Tom for many reasons. With each interview, we saw more of the qualities he possesses. Tom has the ability to lead our presbytery into the 21st century and understands the needs of this presbytery. He demonstrates many thoughtful insights that others may overlook. Tom commented how he spends time in prayer every day to make sure he is doing the Lord's work, and not his. Tom listens closely and takes time to respond to whatever is going on at the moment. May God bless Tom in this new endeavor to do what is needed for our presbytery. – *Elder Denise Hobaugh.*

I was continually impressed by Tom, even though I know him and have worked with him on various projects in the presbytery. Because he was a “known” individual, I held him to higher scrutiny. His responses to our questions were wise and thoughtful; in many instances, he anticipated our concerns, and asked questions that took us to places we did not anticipate, but realized we needed to go. I am excited that Tom will be able to hit the ground running, as he has a long and intimate knowledge of the presbytery and the events that have brought us to this place. I am confident he will continue to lead us to the place where God is calling us. – *Rev. Nick Marlatt*

I was impressed with Tom’s statement, very early in the process, that he “...sensed God’s calling to presbytery leadership as his next direction in ministry.” I admire his obedience to that sense of God’s calling as he has taken steps through prayer and education to prepare for that call. He certainly has served our presbytery in various and sundry ways and positions with success. He is well aware of the current needs in our Presbytery and I believe with God’s help and direction he will be productive from day one.” – *Elder Carolyn Paulsen*

Without doubt, God has guided and developed Tom Harmon to be our new Executive Presbyter. Among his many gifts, Tom is very faithful, capable, knowledgeable, and articulate. For over a decade he has intentionally worked toward building covenantal relationships within the church and community. He goes out of his way to create and nurture healthy collegial relationships. Tom shows great compassion and is wonderfully adaptive. He shows interest in differing perspectives, mentally processes well, and draws conclusions without residual resentment. He has served in many leadership roles within Beaver-Butler and Miami Valley Presbyteries. We are thankful he has once again heard God's call and is willing to serve! – *Rev. Connie Dunn*

Thank you for giving us this most important task. It has been our joy to serve, and it is our joy to recommend Tom Harmon as our next Executive Presbyter.

For the EP Search Committee,

Rev. James R. Steiner, Chair

Rev. Connie Dunn
Rev. Nick Marlatt
Elder Lorene Winner
Rev. Susan Wonderland, Committee Advisor

Elder Denise Hobaugh
Elder Carolyn Paulsen
Elder Andrew Why



The Rev. Dr. Thomas L. Harmon

For the last 14 years, Tom has served two congregations, Westminster United Presbyterian Church in Evans City and First Presbyterian Church of Fairborn, Ohio. While serving these congregations, he has also provided significant leadership to two presbyteries. He is passionate about following God's direction of bringing all things and all people closer to God and each other.

Within Beaver-Butler Presbytery, he recently led a strategic conversation to encourage covenantal relationships among presbyters toward finding new ways of resourcing ministry together. A year ago, he helped lead discussions between Beaver-Butler and Shenango presbyteries as they explored an opportunity for a merger.

Tom is a former Moderator and Vice Moderator of Beaver-Butler Presbytery. He serves on the Ministry and Vocation Committee and has served on the Coordinating Team. His work with presbyteries includes numerous committees, commissions, and task forces.

Previously, as Presbytery Moderator of the Presbytery of the Miami Valley (Dayton, Ohio), Tom authored a presbytery covenant to envision their broader purpose of equipping, preparing and nurturing congregations and pastors in their ministry and mission. As Chairperson of Miami Valley's Leadership Council, he created an intentional approach of coordinated congregational visits to find new connections among sessions from every church in the Presbytery.

Tom has trained in advanced Bowen Family Systems Theory at the Lombard Mennonite Peace Center, where he also trained as a mediator with 40 hours of training in conflict resolution and reconciliation strategies.

Tom's doctoral work created a missional discernment process to help Westminster Church deepen its faith and outreach to its neighborhood. He has trained as an apprentice in the Pneumatrix leadership process, where he encouraged two congregations toward adaptive change.

He received his Doctor of Ministry from Pittsburgh Theological Seminary focused on Missional and Reformed Theology. His Master of Divinity is from Princeton Theological Seminary, where he met his wife, The Rev. Kelley Angleberger, Pastor of Clinton Presbyterian Church. He holds a Bachelor of Science in Commerce from the McIntire School of Commerce at the University of Virginia, a "Top 3" undergraduate business program.

Tom grew up as a cradle Presbyterian near Richmond, VA. Tom and Kelley have four energetic children, Austin (9), Clare (7), Abigail (4), and Shepherd (2).



Personal Information Form (Part I)
General Information

Name Harmon Thomas Leet
(Last Name) (First Name) (Middle Name)

Preferred Phone (724) 301-9925 Alternate Phone

E-mail tlharmon@gmail.com Fax

Street Address 312 Jefferson St.

City Evans City State PA Zip Code 16033

Actively Seeking: Open to receiving a call and moving within 9 months **_____**

Inactively Seeking: Not actively seeking, but open to a call **_____**

Ecclesiastical Status (select one):

PC (U.S.A.) Teaching Elder (*Minister of Word and Sacrament*)

PC (U.S.A.) Honorably Retired Teaching Elder

PC (U.S.A.) Candidate

Christian Educator

Ruling Elder

Deacon

Other PC (U.S.A.)

Presbytery Membership: PC (U.S.A) Teaching Elder and Candidate

*Presbytery membership or Presbytery of care: Beaver Butler Presbytery

Ordination Date: __10__ / __01__ / 2006__ / (*Month/Day/Year*)

Candidacy Date: _____ / _____ / _____ / (*Month/Day/Year*)



Church Membership: (For those who are not Teaching Elders)

Name of PC (U.S.A.) church of membership: _____

City & State: _____

Church PIN# _____

Formal Education:

Pittsburgh Theological Seminary, Pittsburgh PA 2016

Doctor of Ministry, Reformed Focus

Combined Program with University of Aberdeen

Aberdeen, Scotland, UK

Doctoral Project: *Looking toward the Neighborhood: Leading a Small Congregation's Discernment Process to Raise Its Awareness of the Mission of the Triune God*

Princeton Theological Seminary, Princeton, NJ 2006

Master of Divinity

National Capital Seminary Semester – Wesley Theological Seminary

Washington D.C.

University of Virginia, Charlottesville, VA 2003

Bachelor of Science in Commerce, McIntire School of Commerce

Second Major in Religious Studies, Concentration in Islam

International Business Semester – Denmark International Studies Program

Copenhagen, DK

Continuing Education:

Clergy Clinic in Family Emotional Process, Lombard Mennonite Peace Center – 2019- 2020

Intergenerational Ministry Seminar, Jason Brian Santos – March 2019

Mediation Skills Training Institute for Church Leaders, Lombard Mennonite Peace Center – August 2018

Summer Leadership Conference, Barbara Brown Taylor, Pittsburgh Theological Seminary – June 2018

Executive Certificate in Religious Fundraising Course, The Lake Institute on Faith and Giving - 2017

Mid-Council Leader's Conference, St. Louis, MO - 2017



- Pneumatrix Consulting Apprentice with Principals Deborah Wright and Jim Kitchens - 2017
- Re:Union Reformation Conference at Princeton Seminary - 2017
- Adaptive Leadership Study Group led by Graham Standish and Doug Gebhard - 2017
- The Vineyard Guild led by Graham Standish – 2014-2015
- Sharks in Holy Water led by Peter Steinke - 2014
- Gil Rendle with Presbytery Executives – Dayton, OH – 2012
- Moderator’s Conference – Louisville, KY – 2011
- Hiking and God Stories – Ghost Ranch, NM – 2010
- Alt 7 Conference – Montreat, NC – 2009
- PCUSA Big Tent – Atlanta, GA – 2009
- Massanetta Springs Bible Conference – Harrisonburg, VA - 2008
- Church Unbound – Montreat, NC – 2008 Hope of the Church – Montreat, NC – 2006
- Myers-Briggs Type Indicator in Congregational Life – Princeton Seminary, NJ – 2007
- Interim Ministry I – Princeton Seminary, NJ – 2007

Certification/Training:

(Check whether you are certified in the following areas. State the type of certification you hold and where training/certification was received.)

	Interim/Transitional Ministry Training Week I Site: Princeton Seminary, NJ 2007 ____ Week II Site: _____		Interim Executive Presbyter Training
	Certified Christian Educator		Certified Business Administrator
	Certified Conflict Mediator		Clinical Pastoral Education
	Other:		

Part I

Personal information contained in Step 4 must be completed online. This is for office use only and will not be distributed. (SSN, DOB, etc.)



**Personal Information Form
Part II**

***Employment type you would consider:**

- Full Time
 Part Time
 Open to Either
 Bi-vocational

*** For each position (s) below in which you are applying, indicate the number of years of experience you have in the position by selecting from the pull down menu. (e.g. no experience, first ordained call, up to 2 years, 2-5 years, 5-10 years, or above 10 years)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
<u>6</u>	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two or more teaching elders and other staff)		Church Business Administrator
<u>7</u>	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor	<u>1</u>	Youth Director (non-ordained)
	Bi-vocational/Tentmaker		
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter		



	Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		

***Geographic Choices (select one):**

I am open; suggest my name anywhere in the USA X

I am restricted in my search. Only refer my name to the states checked below _____

- | | | |
|---|--|---|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Alaska | <input type="checkbox"/> Arizona |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> Delaware | <input type="checkbox"/> District of Columbia |
| <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"/> Nevada | <input type="checkbox"/> New Hampshire |
| <input type="checkbox"/> New Jersey | <input type="checkbox"/> New Mexico | <input type="checkbox"/> New York |
| <input type="checkbox"/> North Carolina | <input type="checkbox"/> North Dakota | <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 | | |

***LEADERSHIP COMPETENCIES**

Select 10 leadership competencies from the list below that best describe your leadership traits, gifts and training.		
THEOLOGICAL/SPIRITUAL INTERPRETER		
Compassionate – having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the organizational goals clearly in focus.		Hopeful – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
Preaching and Worship Leadership: Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence.	X	Spiritual Maturity: Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.



X	Lifelong Learner – individuals who use every experience in life as a potential tool for growth; one who pursues continuing education; and those who build on strengths and seek assistance to improve weaknesses.	Teacher – creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.
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COMMUNICATION

	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect.	Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.).
X	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	

ORGANIZATIONAL LEADERSHIP

	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregations’/organizations’ vision and mission.
X	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	Externally Aware - identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society.	Entrepreneurial - leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.
	Risk Taker – persons with the ability to take appropriate risk to accomplish needed goals; one who thinks outside the box and who is not afraid of challenging the status-quo.	Task Manager - Assures that effective controls are developed and maintained to ensure the integrity of the organization; holds self and others accountable for rules and responsibilities; can be relied upon to ensure that projects within areas of specific responsibility are completed in a timely manner and within budget; and monitors and evaluates plans, focuses on results and measuring attainment of outcomes.



X	Willingness to Engage Conflict: Steps up to conflicts, seeing them as opportunities; reads situations quickly; good at focused listening; can identify common ground and elicit cooperation from others in crafting mutual solutions.		Decision Making: Makes effective decisions, balancing analysis, wisdom, experience, and judgment; is aware of the long term implications of choices made; is generally regarded as offering solutions and suggestions that are correct and effective.
	Organizational Agility: Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is politically savvy.	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.
	Financial Manager – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive financial accountability systems.		Funds Developer – maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives.
X	Collaboration: Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a good judge of talent and can accurately assess the strengths and limitations of others.		

INTERPERSONAL ENGAGEMENT

X	Interpersonal Engagement - Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.		Bridge Builder – possessing a certain responsibility for the unity of the congregation and/or organization; works to connect people of different cultures, worldviews, and theological positions.
	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.		Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate.
	Initiative: Demonstrates ambition; is highly motivated; is action oriented and full of energy for		Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or



	things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
X	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

***Languages in which you are fluent** (Please select all that apply):

English Spanish Korean French
 Arabic Armenian Creole Portuguese Japanese
 Russian Swahili Burmese
 Cambodian Indonesian Laotian Thai Vietnamese
 Taiwanese Cantonese Twi
 Mandarin Chinese
 Sign Language Danish Other

Clergy Couples:

Are you seeking a call with your spouse as part of a clergy couple: Yes ___ No X___

If yes, please enter your spouse's full name and PIF ID# _____

***Compensation and Housing**

(*See Effective Salary Definition at: [Board of Pensions](#))

Indicated below the total minimum salary and housing compensation you need.

(Effective salary is cash salary plus housing allowance or manse value).

Minimum **Effective** Salary Needed \$65,000

Indicate the housing type you need:

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



Work Experience:

Please list your work experience: (Please include position title, city, state, church size, community type, and dates from/to or number of years.)

Pastor – Westminster United Presbyterian Church, Evans City, PA 2014- Present
 Pastor of a 170 member small town congregation outside of Pittsburgh, PA. Preach weekly and provide liturgy for all worship services. Strengthening pastoral and congregational presence to a small community. Created a group discernment process using reflective Bible study groups to more deeply connect with God, other members, and neighbors in our community. Formed coordinated outreach to a local elementary school and a local social service organization feeding more than 450 families per month. Developed an educational and worship program using coordinated Bible stories in Sunday school, preaching themes, and music. Equipped a capital campaign to enhance the congregation's presence within its community and improve existing building needs. Designed a new website, social media presence, and weekly email communications.

Pastor / Head of Staff – First Presbyterian Church, Fairborn, OH 2006 - 2013
 Pastor of a 225 member suburban congregation outside of Dayton, OH. Preached weekly and provided liturgy for all worship services. Administered sacraments and officiated at funerals, weddings, and baptisms. Provided pastoral care to the congregation. Guided committees, meetings, and congregational ministry direction. Engaged the Session in a complete redesign of the congregation's organization that focused on providing mission and ministry opportunities from all members of the congregation. Through this process, the congregation created a meaningful school partnership and soup kitchen ministry. Led Session in a process of developing spiritual leadership in its guidance of the congregation.

Service to the Church:

Please list your other service to the Church or denomination for the past 10 years:

- Beaver Butler Presbytery
- Leader, Presbytery Covenant Conversation Strategic Vision Task Force 2019-2020
 - Leader, Congregational Financial Assistance Task Force 2020
 - Beaver Butler Leader, Dream Team, Beaver Butler and Shenango Presbyteries 2019
 - Ministry and Vocation Committee (i.e. Joint COM and CPM) 2019
 - Presbytery Moderator 2018-2019
 - Presbytery Vice-Moderator 2017
 - Presbytery Leadership Committee 2017-2018
 - Executive Transition Team 2017
 - Presbytery Meeting Worship Task Force 2015-2018
 - Coordinating Team (i.e. Presbytery Council) 2014-2019
- Presbytery of the Miami Valley
- Chairperson of Leadership Council 2013-2014
 - Presbytery Moderator 2012-2013
 - Presbytery Vice-Moderator 2011-2012



Acting Chairperson of Leadership Council	2010-2011
Chairperson of Administrative Commission – Shepherd of the Still Waters	2011
Chairperson of John Calvin 500 th Birthday Bowling Celebration	2009
Chairperson of Investigative Committee	2008
Chairperson of Electronic Presbytery Resource Center Task Force	2008
Leadership Council	2007 - 2014
220 th General Assembly	2012
Vice-Moderator of Committee on Bills and Overtures	
Commissioner from Presbytery of the Miami Valley	

Narrative Questions

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation; formatting and white space within the CLC program will add to your character count).

1. Describe a moment in your recent ministry that you recognize as one of success and fulfillment.

A year ago, I provided vital leadership as part of a “Dream Team” from Beaver Butler and Shenango presbyteries, visioning a pathway toward a merger. Carrying this mantle stemmed from my years of helping to make critical decisions among presbytery leadership. The exciting work of creating a new presbytery forced our team to navigate unknown terrain while instilling confidence to the Presbyteries to trust our ability to move our process forward.

Coming to the meeting table with others carries a certain amount of vulnerability. Our process learned from different philosophies of leadership, values of purpose, and innovative organizational designs. We built trusting relationships between both Dream Team groups. We invited the congregations and pastors of both presbyteries to joint opportunities for learning and worship. We worked to assess the needs of our existing connections that would make an impact on a new venture with fellow Christians.

Nonetheless, I hold by the mantra of business leader Peter Drucker who rightly suggests, "Culture eats strategy for breakfast." Despite our good intentions, the underlying fabric of each council remained as our partners withdrew from the process. We did not find a merger at the end of our work together; however, we gained significant awareness of each Presbytery's makeup, preferences, and sense of moving forward. In our final report, we posited that at its essence, we were not able to have a big enough dream.

With the courage to risk something new, each Presbytery gained significant takeaways through our visioning process. Beaver Butler has since continued to experiment by implementing key initiatives toward equipping leaders and resourcing congregations toward our shared story of helping each other to be the church in the world.



2. Describe the ministry setting to which you believe God is calling you.

"The presbytery equips, prepares, and nurtures congregations in their ministry for God's mission and the transformation of creation and humanity by calling all people to Christ."

As a Presbytery Moderator many years ago, I worked with the Executive Presbyter of the Presbytery of the Miami Valley to create a presbytery vision pointing to the our broader purpose of equipping, preparing, and nurturing congregations and pastors in their ministry and mission. My view sets congregations and pastors of the Presbytery within the mutual commitment to God and each other. Though I no longer serve within that Presbytery, I continue to hold this same vision.

From this vantage, I am presently leading a special task force appointed by Beaver Butler Presbytery's Coordinating Team (Council) to explore opportunities for congregations to live into our covenantal identity as a connected ministry of the Presbytery. The task force's focus raises awareness toward covenantal connections as a high level, presbytery-wide strategic discernment process.

I feel my call is to the connecting work of supporting congregations and pastors in their ministry for God's mission through embodying a covenantal relationship. I have worked for more than a decade toward realizing this vision. I have led as a Moderator and Vice-moderator of two presbyteries, chairperson of a leadership council, strategic roles on Committee on Ministry, and serving on more committees, commissions, and task-forces than I care to count. Through my leadership, I have experienced the vitality of Christ's Church when the community of faith works to build bridges with God and each other.

My hope in a future call is to sense the excitement moving toward God's work of building the Kingdom among the congregations of a presbytery. I want to live with friends, colleagues, sessions, councils, and neighbors who share the same sincere desire to follow our Lord toward the creation of an innovative ministry and a new community. In this calling, God's covenant will bind us together as we look toward the neighborhood with an invitation for those who are yearning to experience God who is in our midst.

3. What areas of growth have you identified in yourself?

Leading two congregations over the past 13 years requires constant decision making in every aspect of the church's life. As a pastor, I directed the congregations I serve in worship preparation, session planning, facilities management, and congregational care. While leading these congregations, I have also been a leader in two presbyteries. Presbytery leadership has required many wise and careful choices in planning meetings, visiting with sessions, and coordinating programs that build up congregations.

I have learned and practiced through experience, the presence necessary to make gradual steps toward a vision – changing those actions as new situations arise. I learned patience from times when projects within the congregation never got off the ground. I learned about the slow-moving pace of change within a presbytery. I have been challenged by situations beyond my control, as I signed the papers officially dismissing congregations. I have learned first-hand about the emotional toll that occurs among those who struggle with trauma as I planned assistance to aid in conflict, including a congregation that I served.

This odd and wondrous calling to ministry has helped me to grow in my self-awareness. Through counseling, leadership training, family systems expertise, and personal growth, I have learned to self-differentiate my thoughts and feelings. I have become more assertive in sharing my views, even at times when I am the only dissenting voice. Accordingly, I continue to value the importance of learning, as each opportunity becomes a principal place of training and experience. I have also learned that humor is necessary to a calling that already requires energy, intelligence, imagination, and love.



4. Describe a time when you have led change.

My work in Beaver Butler Presbytery is not chiefly responsible for the Presbytery's ability to turn a corner from conflict to partnership. However, I see my presence providing critical facilitation to this Presbytery's ability to realize how previous change has allowed us to live into a new future together.

Beaver Butler Presbytery has garnered a national reputation for its conflicted relationships. At one point, many years ago, Beaver Butler went through four Executive Presbyters in five years. Presbyters met with theological and power struggles among pastors and presbyters in adversarial postures. The secession of 18 congregations brought incredible pain as a Presbytery Response Team took on the ecclesial and legal responsibilities of divisions. Separation is never easy as Beaver Butler Presbytery bore the emotional toll of ministering to its congregations through difficult times.

In assessing the unique culture of Beaver Butler, I saw a presbytery that was not what it once was. The Presbytery found itself in a new place; however, those still grieving the recent emotional losses could not yet see the new path into which they had come.

I listened to the stories, and I assisted in the Coordinating Teams' work of creating a smaller organizational design. I joined a group focused on providing worshipful presbytery meetings instead of focusing purely on business and debate. In my years as Vice Moderator and then Moderator, I asserted myself in opportunities to lead a change in the ways presbyters of Beaver Butler describe themselves in conversations of hope, shared mission, and a new future together.

I believe cultural change comes through shifting an organization's context in subtle, persistent, and seemingly unobservable ways over time. Today, everyone in Beaver Butler will tell you we have turned a corner. I see myself as being one part of the whole body that has helped in Beaver Butler's transformational process.



PIF (Part II) – Step 5 of 6

Statement of Faith

(Use the space below to enter a one page statement of faith. Please limit response to no more than 3000 characters including spaces and punctuation.)

The angel appeared to the shepherds in the field saying, “Do not be afraid.” Jesus tells the disciples, “Peace be with you.” I have been fearful many times in life. Fearful of not knowing what’s next, fearful about what I can’t see, fearful of not being able to see beyond a closed door. After ten and a half years of ministry, I have continually relied upon these messages of comfort through times of uncertainty. The disciples were fearful as well, gathered behind a locked door with no hope of what would come next. To understand this place makes what Jesus says so much more important. He is not giving peace to those who are at peace; he is giving peace to those without it.

To know the peace of Christ is to know Christ. As he greets the disciples his gift to them is not merely an easing of their hearts, but also the ability to know him better by reminding them of the Father and the Holy Spirit. Jesus says, “As the Father has sent me, I am sending you.” Then he breathed on them with his imperative to “Receive the Holy Spirit.” Jesus’ blessing of peace is also a sending. His greeting is to bestow peace upon the disciples. But after receiving peace, Jesus sends the disciples out from that room to a ministry of forgiveness beyond locked doors accompanied by the Spirit’s presence.

I am sent with you, like the disciples, to ministries that proclaim the resurrection of Jesus Christ. Of all the things Jesus could have done after the resurrection for his disciples, he chooses to send his disciples as apostles into the world with good news. As he does this, he shares with them the Father and the Spirit, all three identifications of one Trinitarian community, present in this call to be sent. Through scripture, we see who God is by what God does. God’s story revealed to the disciples says that God is a missionary God.

As apostles, our purpose is to go out from that room sharing with everyone we meet the peace that comes in the new reality that sins are forgiven. We join together as the people of God. We are joined in baptism and seated at the communion table as the Holy Spirit is present in our worship. We share the gifts that bind us together. As we participate in the divine life of the Father, Son, and Holy Spirit, we are sent out into the new life we have received through God’s providence.

We abide in Christ, and we abide together in a dynamic relationship connecting our great prayers and our small acts in union with the Father and the Spirit. We have been breathed upon by a holy breath, a breath that moved over the surface of the waters as the world was being formed. We join with each other in a breath that gives peace and surety that a closed room is not all that is left for us. We are sent to tell others about how we see the Kingdom of God coming to us here and now. We give a glimpse of this Kingdom and our place within it each and every time we extend the right hand of fellowship to others with the greeting, “The peace of Christ be with you.”

OPTIONAL LINKS AND RESOURCES

Include below any links you desire to share with calling organizations (i.e., sermons, lesson plans, articles, blogs, assessment results available, etc.). Limit 500 characters. Please note the CLC system does not warehouse links.


Westminsterevanscity.org



***Please enter up to six references here (a minimum of one reference is required):**

<u>Name</u>	<u>Relation to you</u>	<u>Phone</u>	<u>Address</u>	<u>E-Mail</u>
1. The Rev. Dr. David Oyler, Temporary Executive Presbyter, Beaver Butler Presbytery				
Phone: (724) 452-7515				Email: david@pbylakeerie.org
2. The Rev. Alan Adams, Executive Presbyter, Beaver-Butler Presbytery, Retired				
Phone: (724) 601-7686				Email: aga52ep@gmail.com
3. The Rev. David Byers, Stated Clerk, Beaver Butler Presbytery				
Phone: (724) 774-8874				Email: statedclerk@beaverbutler.org
4. The Rev. Sue Wonderland, Transitional Synod Executive, Synod of the Trinity				
Phone: (717) 737-0421				Email: swonderland@syntrinity.org
5. The Rev. Dr. Wayne Yost, Stated Clerk, Synod of the Trinity				
Phone: (724) 549-7895				Email: wyost@syntrinity.org
6. The Rev. Dr. Deborah Wright, Principal, Pneumatrix Consultants				
Phone: (415) 331-5860				Email: avalondlw@aol.com

I hereby authorize those inquiring into my suitability to contact my references.

Signature  Print Name: **The Rev. Dr. Thomas L. Harmon**
Date: **March 25, 2019**



PIF (Part II) – Step 6 of 6

***Sexual Misconduct Self Certification**

The following information related to sexual misconduct was mandated by the Sexual Misconduct Policy and Its Procedures adopted by the 203rd General Assembly (1991), and was revised by the 205th General Assembly (1993).

Please check one of the following:

X *I certify below that no civil, criminal, ecclesiastical complaint has ever been sustained* or is pending* against me for sexual misconduct; and I have never resigned or been terminated from a position for reasons related to sexual misconduct.*

 I am unable to make the above certification. I offer, instead, the following description of the complaint, termination, or the outcome of the situation with explanatory comments.

*The information contained in my Personal Information Form on file with Church Leadership Connection is accurate to the best of my knowledge and may be verified by the calling and employing entity. I hereby authorize the entity to which my Personal Information Form is being sent to inquire concerning any civil or criminal records, or any judicial proceeding involving me as a defendant, related to sexual misconduct. By means of this release I also authorize any previous employer, and any law enforcement agencies or judicial authorities or ecclesiastical governing bodies to release any and all requested relevant information related to sexual misconduct to the entity to which my Personal Information Form is being sent.

X *I have read this certification and release form and fully understand that the information obtained may be used to deny my employment or any other type of position from the employing entity. I also agree that I will hold harmless the employing or judicial authority or any other entity from any and all claims, liabilities, and causes of action for the legitimate release of any information related to sexual misconduct.*

Signature *The Rev. Dr. Thomas L. Harmon*
Date: March 25, 2019

Print Name: The Rev. Dr. Thomas L. Harmon

- * **Sustained**
- In a criminal court, "sustained" means that there has been a guilty plea, a guilty verdict or a plea bargain.
 - In a civil court, "sustained" means that there has been a judgment against the defendant.



- In an ecclesiastical case, "sustained" means that there has been a guilty plea and censure imposed, or finding of guilty with censure imposed, **or an Alternative Form of Resolution Agreement approved by a permanent judicial commission in the Presbyterian Church (USA) or an equivalent body of another church.**
- *
Pending
- In a criminal court, "pending" means a criminal charge before a grand jury, in the process of being prosecuted, or in a case which there is not yet a verdict.
 - In a civil court, "pending" means a case in which there has not been a decision or judgment,
 - In an ecclesiastical case, "pending" means an **investigating committee is inquiring into an allegation or charges have been filed but have not been decided by a permanent judicial commission; or an allegation or charges are in an equivalent state or process in a church other than the PC (USA).**

(The following is taken from definitions in the General Assembly Sexual Misconduct Policy and its Procedures, Pg.13)

"Sexual Misconduct is the comprehensive term used in this policy and its procedures to include: 1) Child sexual abuse, as defined above [refers to Policy]; 2) Sexual harassment, as defined above [refers to Policy]; 3) Rape or sexual contact by force, threat, or intimidation; 4) Sexual conduct (such as offensive, obscene or suggestive language or behavior, unacceptable visual contact, unwelcome touching or fondling) that is injurious to the physical or emotional health of another; 5) Sexual Malfeasance defined as sexual conduct within a ministerial (e.g. clergy with a member of the congregation) or professional relationship (e.g. counselor with a client, lay employee with a church member, presbytery executive with a committee member who may be a layperson, a minister, or an elder). Sexual conduct includes unwelcome sexual advances, request for sexual favors, and verbal or physical conduct of a sexual nature. This definition is not meant to cover relationships between spouses, nor is it meant to restrict church professionals from having normal, social, intimate, or marital relationships; 6) Sexual Abuse as found in Book of Order D-10.0401b (see Accuser/Victim)