



**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**

MINISTRY INFORMATION FORM

Ministry ID **03230**

Ministry Name **First Presbyterian Church**

Mailing Address **811 Wall St**

City **Port Huron** State **MI** Zip Code **48060**

Telephone Number **(810) 985-6191**

Email **portpresby@gmail.com**

Web site **fpcporthuron.org**

Congregation or Organization 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 67

Church School Attendance 31 (Adults & Children)

Church School Curriculum Simply Loved & Congregational topics of interest

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

Ethnic Composition Of Congregation (in whole %):

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

___ American Indian or Alaska Native

___ Asian

___ Black or African American (African Native, Caribbean)

___ Hispanic Latino/Latina, Spanish

___ Middle Eastern

___ Native Hawaiian or Other Pacific Islander

100% White

Other _____

Presbytery Detroit Presbytery Synod Synod of the Covenant

Community Type (select one)

___ College

___ Rural

___ Suburban

X Small City

___ Town

___ Urban

___ Village

___ Recreation

___ Retirement

___ N/A

Clerk of Session Contact Information:

Name Shelley Kamer

Address 4996 Lakeshore Road

City Fort Gratiot State MI Zip Code 48059

Preferred Phone (810) 434-8608 Alternate Phone (810) 385-3531

E-mail skamer655@hotmail.com FAX N/A



***Select below the position to be filled and the minimal number of years of experience required (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>
2-5	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	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 Worshiping 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		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	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		



You may also specify the position title (if appropriate) _____

***Employment Status**

Full Time _____ Part Time _____ Open to Either
 _____ Bi-vocational (able to provide employment through outside partnership)

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

Clergy Couple (Are you open to a clergy couple?) Yes _____ No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

Statement of Faith Required Yes _____ No

Mission Statement

What is your congregation's or organization's Mission Statement?

To **Know** the love of God, **Grow** in Christian faith and **Go** share our faith.



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Our congregation's vision begins with our mission statement: To **Know** the love of God, **Grow** in Christian faith and **Go** share our faith. We remain resolute in our commitment to serve our congregation and community while providing worthwhile opportunities for us to connect with others locally, nationally and globally. Food insecurity has been top-of-mind for our congregation since establishing Port Huron's first soup kitchen nearly 50 years ago. Today, not only do we continue to financially support and volunteer at the city's soup kitchen, we sponsor food truck distributions and donate snacks to elementary schools. In addition, we continue our support of Habitat for Humanity and the CROP Walk for world hunger as well as mission trips to our sister church in Costa Rica and the West Indies Self Help project in Haiti. A recent renovation to our historic church building has made it more accessible and welcoming. Current neighborhood projects include clean up walks, picnics, an Advent gift program, Vacation Bible School, movie nights and a free "little library" on our lawn. Underlying all of these activities is our desire to invite people to walk with Jesus in this life and beyond and to **Know, Grow and Go.**

2. How do you feel called to reach out to address the emerging needs of your community or constituency?

We feel called to address ongoing and emerging needs through purposeful prayer, relevant worship services and Christian education. In addition to a well-rounded Sunday school curriculum, monthly Bible studies and Vacation Bible School programs, we strive to promote spiritual growth with a variety of classes on current topics as they relate to Christianity. Our worship services are rooted in Christian ideals while being relevant to what is happening in our lives and around the world. While our worship service is traditional, we are open to blending in more contemporary music and worship styles. We offer an early-morning, contemporary beach service along Lake Huron throughout the summer. Knowing that food insecurity, shelter and safety are key concerns within our neighborhood, we provide a list of resources to help people in need connect with community services and agencies such as food banks, shelters and mental health programs. Our aging members appreciate our strong Deacon ministry which delivers meals and communion to homebound members and communicates with absent and ill



members through phone calls, visits and cards. We sponsor an annual neighborhood pay-what-you-can yard sale to benefit local missions dealing with homelessness. Our online presence is growing through the use of updated technology and online streaming and we are committed to enhancing our building's physical accessibility as well as ensuring that it is as hospitable as our members.

3. How will this position help you to reach your vision and mission goals?

Our new pastor will be expected to passionately adopt and embrace our church's mission. The called leader will seek to engage the entire congregation in the life of the church knowing that the love of God surrounds us every day. He/she will recognize the importance of a supportive atmosphere among congregation and staff and maintain a positive climate to engage in sharing and communicating while demonstrating a willingness to listen and learn as we focus on our ministry. The pastor will provide creative educational opportunities to learn about Christ and help members grow in faith as well as help us embrace positive actions and guide us in more active hands-on mission work. The pastor will provide leadership by evaluating and recommending appropriate changes to our current outreach programs in order to have a greater impact in the neighborhood and community. He/she will become invested in the community, including outside of normal religious circles, to help increase our ability to reach out to potential new members and share the love of Jesus.

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

Our congregation is looking for someone who has the ability to preach powerful and creative sermons relevant to our lives and circumstances. He/she should be a knowledgeable individual, deeply rooted in his/her own faith and able to encourage and mentor others in their own faith journeys. This individual also needs strong leadership, management, organizational and communication skills. It is important for our pastor to be friendly, approachable, supportive and accepting; a gifted listener with a compassionate heart who has the ability to connect with church members and others. We are looking for someone open to new ideas and innovative approaches within the church as well as being visible and active in the community.

As a routine practice, First Presbyterian Port Huron will utilize secondary references not listed on any potential candidate's resume or PIF. In applying for this position, you agree to secondary reference checks.



5. For what specific tasks, assignments, and programs areas will this person have responsibility?

In guiding God's church, we are looking for a full-time pastor who is able to handle many tasks. We may be a smaller congregation but we are strong in our commitment to our members as well as our neighborhood and will help the pastor as we follow our mission.

We currently employ a part-time staff which includes an office administrator, Christian education director, technology and social media supervisor, music director, accountant and custodian. Many members also regularly and actively volunteer to support the church.

Specifically, the pastor will be responsible for:

- Pastoral care to all in need, including visiting those unable to come to church
- Preaching meaningful, spiritual and relevant sermons
- Teaching confirmation and adult education classes
- Guiding and coaching lay preachers and liturgists
- Encouraging stewardship in all forms
- Serving as Session moderator, attending Deacon Board meetings and supporting committee work
- Supervising staff
- Assisting in budget and financial planning
- Participating in local ministerial organizations

This list may sound daunting but with God's help our new pastor can count on the welcoming and family atmosphere of this congregation to work with him/her to achieve our mission: To **Know** the love of God, **Grow** in Christian faith and **Go** share our faith.

OPTIONAL LINKS

Provide below any links to online information that may help call seekers understand your congregation or organization. (e.g. *organization or community websites, online newsletters, demographic information*) Please note the CLC system does not warehouse links. (Limit characters to 500)

<http://fpcporthuron.org/>

<https://www.facebook.com/FirstPresbyterianChurchPortHuron/>

<https://www.youtube.com/channel/UCgpgYiXUtgd3HDLKvmAMAHQ/featured>



(Select 10 leadership competencies from the list below that are required for the position.)

THEOLOGICAL/SPIRITUAL INTERPRETER		
X	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.	X
X	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
	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.
COMMUNICATION		
X	Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	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.	
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
		Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
		Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)



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 congregation’s/organization’s vision and mission.
	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.
	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.
X	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 things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	X	Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	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.		

***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 (U.S.A.)*

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

Minimum *Effective* Salary \$51,584 Maximum *Effective* Salary _____

Housing Type _____Manse
 _____**X** Housing Allowance
 _____Open To Either (Manse or Housing Allowance)
 _____Not Applicable (*For Non-pastoral Positions Only*)



***EQUAL EMPLOYMENT OPPORTUNITY**

The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person. The Presbyterian Church (U.S.A.) shall guarantee full participation and representation in its worship, governance, and emerging life to all persons or groups within its membership. No member shall be denied participation or representation for any reason other than stated in this Constitution. (F-1.0403)

Each Pastor Nominating committee and Search committee is expected to undertake its search for a Teaching Elder 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 and Search Committee affirmed its intention to follow the Form of Government in this regard?

Yes

No

REFERENCES (Limit 3)

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name **Roxie Davis**

Address **2935 Woodstock Circle**

Phone Number **(586)838-9053**

Relation **Interim Pastor**

E-mail **roxieanddavis@hotmail.com**

Name **Matthew Lozen**

Address **4491 North River Road**

Phone Number **(810)841-0214**

Relation **Member of 24 years**

E-mail **mclozen@gmail.com (preferred)**



Name **Ann Murphy**
Address **2978 Sandy Oaks Lane #7**
Phone Number **(810)434-7101** (preferred)
Relation **Member of 50+ years**
E-mail **aemurphy28@yahoo.com**

***Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Chairperson:**

Name Steve Ahlquist
Address 3865 Butternut Court
City Port Huron State MI Zip Code 48060
Preferred Phone (586) 457-9797
Alternate Phone _____
E-mail Address for PNC Communications (required): portpresby.pnc@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session Shelley Kamer Date 8-18-22
Signature

Presbytery _____ Date _____

Signature