



**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 09356

Ministry Name First Presbyterian Church Galesville

Mailing Address 20237 West Ridge Avenue City Galesville State WI

Zip Code 54630 Telephone Number 608-582-2991

Fax Number 608-582-4167 Email: fpcgalesville@gmail.com

Web site www.firstpresgalesville.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 35 (Average from last year. COVID-related)



Church School Attendance 28

Church School Curriculum: Bible Adventures By David Cook

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
- White
- Other _____

Presbytery: John Knox

Synod: Lakes & Prairies

Community Type (select one)

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

Clerk of Session Contact Information:

Name Sharon Kamrowski

Address S2819 Kamrowski Road

City Fountain City State WI Zip Code 54629

Preferred Phone 608-406-0924 Alternate Phone 608-687-9808

E-mail skshar@aol.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>
	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 Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
0-2 min. X	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		Pastor (For Such a Time as This Pastoral Resident)
	Bi-vocational/Tentmaker		Youth Director (non-ordained)
	Chaplain		Other
	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) Pastor _____

***Employment Status**

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

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

Clergy Couple (Are you open to a clergy couple?) Yes X 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

<u> X </u> 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 X Yes _____ No

Mission Statement

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

First Presbyterian Church of Galesville, Wisconsin, is a community of faith, united in Christ, sharing God's love and grace through worship, praise, fellowship, and service. The Holy Spirit empowers our response to Christ's teachings through love and joyful stewardship of God's gifts- within our congregation, our community, and the world.



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.

First Presbyterian Church (FPC) is located on one of the main streets leading into downtown Galesville. It is a reminder we are called to "pave the way" for others to experience God's love and grace in our daily lives. FPC lives out our mission statement's pledge to "respond to Christ's teachings through love and joyful stewardship of God's gifts" in a variety of ways Here are just some ways this is accomplished:

FPC hosts, provides storage space, and provides workers for the food pantry, which serves over 150 people within the local school district.

FPC provides leaders in our local schools as administrators, staff, and volunteers. One important way we support our schools and students is the annual post-Prom Lock-In.

We join with other congregations for community get-togethers, including salad or dessert luncheons, where we can learn from each other and share ideas,

When the home of one of our members burned down, we provided clothing, food, and furniture for their new home.

These examples illustrate both a congregation with deep roots in the community and one eager to change and adapt to perceived opportunity and need.

Over the years FPC has reached out beyond our community by being generous givers to the various PCUSA mission giving opportunities like One Great Hour of Sharing.

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

Galesville, Wisconsin, affectionately referred to as "The Garden of Eden" is a welcoming community. Despite a population of 1,662 (2020 census), Galesville churches serve many faithful Christians. FPC interacts with church communities with an annual "Worship in the park".

FPC is called to seek meaningful ways to address the need for clothing accomplished through learning schools' needs. Members send outdoor clothing for school. The congregation volunteers and donates to Habit for Humanity.



The Christian education program of this church is awesome! Children from other churches attend the youth groups which meet every other week. They sing periodically in church bringing their talents. Their parents worship alongside of them. Confirmation class is required to summarize church services and execute an entire service. Their sermon is based on their personal statements of faith. Several attend church camp and some volunteer as counselors when age is appropriate. Earning money for camp, they provide bake sales, soup suppers, and a rummage sale.

Senior High school members may apply for the church's annual scholarship.

FPC shares its facilities with community programs such as Girl/Boy Scouts, area for piano lessons, tax preparation and senior citizens.

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

We seek a pastor who will walk with us as we seek to:

- a. Grow in faith and our understanding of God's love and grace.*
- b. Heal the scars obtained during COVID and the previous years of experiences. During COVID many members refrained and were encouraged not to attend services. This behavior has become the habit of many members. The experiences of many members were negative, as the previous pastor had problems communicating with some members.*
- c. Create a worship experience that enlivens the generational span of members. The experience will be enlightening, teaching, and meaningful to all generations. We understand this is very difficult, however we do need to appeal to all generations who are members of FPC.*
- d. Participate in Christian education so the vibrant church school attendance will be a continued into adulthood. Although confirmands are encouraged to teach, this generation needs to be involved and needed by the church many ways.*
- e. Envision, explore and implement new and exciting ways to follow God's call to listen to those around us, to understand their views and needs, to walk with them on their life journey and share our lives with them when asked.*
- f. Identify opportunities to share our faith and respond in faithfulness in offering God's love for others, Members need to feel their ministry is important and necessary in this world.*
- g. Help us create a welcoming and worshipful experience that will unite us as a congregation and as a community.*



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

We seek a pastor who is:

- a. Deeply committed to the life and work of Christ and is prayerful and open to the guidance of the Spirit.*
- b. Compassionate to the needs and feelings of others, a good listener filled with understanding and openness to the needs and feelings of the congregation and knows when to be still and when to be an advocate.*
- c. A communicator who can speak in a wide variety of settings and address a variety of topics in an articulate manner. A person who can encourage the work of others and advance the work of individuals and group through effective written and oral reports.*
- d. A bridge builder. One who can listen to differing views, opinions, cultures, or theological views and provide a welcoming, participatory congregation. One who has the ability to unite the congregation into a respectful and caring community.*
- e. A conflict manager. One who approaches conflict with a listening ear, reads the situation quickly, and one who leads others to consensus.*
- f. A person who has a willingness to have a deep understanding of cultural, racial, and theological differences.*
- g. A decision maker. One who can quickly analyze a situation and conclude what is best for the congregation.*
- h. A life-long learner. One who participates in educational opportunities.*
- i. Someone who meets the competencies included on this form.*

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

We expect the pastor to journey alongside us:

- (a) To provide support and guidance to the worship committee of FPC as together they provide a worshipful experience. We embrace a pastor who is an effective preacher and worship leader in a manner that inspires from the pulpit in a clear and consistent message and relates to the needs of the congregation.*
- (b) To provide support and guidance to our Christian Education Committee as together they provide opportunities to study Scripture, grow in faith and understanding of living our faith each day. We embrace a pastor who is a teacher who can relate to the students effectively, and challenging all of us to think and listen to what God might be saying to each of us in our individual lives. This includes teaching confirmation and enhancing an active youth program that will retain and add young people. This also includes teaching or serving as a resource for adult education classes.*



- (c) *To work with the Session, serving as moderator (including guiding the congregation in carrying out the mission statement) and the Deacons (including visiting the sick and home bound)*
- (d) *To work with the other committees and staff of the church in meeting the needs of administration, maintenance and ministry areas.*
- (e) *To be interested in pursuing professional development opportunities, and daily faith practices.*
- (f) *To be involved in the local community activities including the GET Area Food Pantry, baccalaureate and other activities.*
- (g) *To be a faithful member of the Cance Trust Board – a board that grants scholarships from this fund.*
- (h) *To be involved in the life of the Presbytery and to represent the presbytery to FPC and also the FPC to the presbytery.*
- (i) *To prepare a list of goals and objectives that will be evaluated by session annually.*

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)

Facebook page for First Presbyterian Galesville

Website for the City of Galesville: <https://cityofgalesvillewi.gov/>

Website for Trempealeau County: <https://co.trempealeau.wi.us/index.php>

Website for Old Main (historical association): <http://www.oldmain.org/>



*LEADERSHIP COMPETENCIES

(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.	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.
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.	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.
	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.	X 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.	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.)
	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 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.
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.	X	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.		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.
	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.	X	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.
X	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.		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 \$54,000.00

Maximum *Effective* Salary Negotiable

Housing Type

_____ Manse

_____ Housing Allowance

X _____ 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: Ken Meunier

Address: 100 Valhalla Street, #2, Westby, WI 54667

Phone Number: (608)-606-5801

Relation: Past Intern. Executive of John Knox Presbytery

E-mail: annkenm@gmail.com

Name: Pastor John Ashland

Address: 22653 S. Main Street, Ettrick, WI 54627

Phone Numbers: (608) 865-0327 (608) 525-8211

Relation: Neighboring pastor from Ettrick area Lutheran Churches

E-mail: johnash@centurylink.net



Name: Peg Mahlum

Address: N6656 McCurdy Road, Holmen, WI 54636

Phone Number: (608) 317-4720 Home: (608)-526-9681

Relation : Member of First Presbyterian Church

E-mail: peggmahlum@gmail.com

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

Name: Lynita Docken aka Lynita Delaney

Address: N14898 Delaney Road

City: Trempealeau

State: WI

Zip Code: 54661

Preferred Phone: (608) – 385 - 4726

Alternate Phone: (608)-534-6456

E-mail Address for PNC Communications (required): ilhrlynita@aol.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature