

**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 09374

Ministry Name: First Presbyterian Church - Clinton

Mailing Address: PO Box 99

City: Clinton State: WI Zip Code: 53525

Telephone Number: 608-676-5400 Fax Number _____

Email: firstpresclinton@gmail.com

Web site: 1stpresclinton.com

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 50 + Facebook Live attendees

Church School Attendance 20-25 /week Pre-Covid/Variable since Covid _____

Church School Curriculum Old Testament Bible Stories _____

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.

 2% American Indian or Alaska Native
 Asian
 8% Black or African American (African Native, Caribbean)
 Hispanic Latino/Latina, Spanish
 Middle Eastern
 Native Hawaiian or Other Pacific Islander
 90% White
Other _____

Presbytery of Milwaukee

Synod of Lakes and Prairies

Community Type (select one)

 College Rural Suburban
 Small City Town Urban
 X Village Recreation Retirement
 N/A

Clerk of Session Contact Information:

Name: Kelli Bell

Address: 9004 E Wyman Dr

City: Clinton State: WI Zip Code: 53525

Preferred Phone: 608-921-4110 Alternate Phone: 608-676-4276

E-mail: kbell@finley.cc FAX _____

***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)
<u>No experience</u>	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
<u>No experience</u>	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	<input checked="" type="checkbox"/>	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?

First Presbyterian Church of Clinton welcomes all to be part of God's kingdom by **belonging** to a community who experience God's grace, **believing** in the truth of the Gospel, and **becoming** active in Christ's mission to love and serve.

10 Leadership Competencies (not ranked)

Compassionate

Preaching and Worship Leadership

Communicator

Hopeful

Organizational Agility

Collaboration

Willingness to Engage Conflict

Interpersonal Engagement

Motivator

Bridge Builder

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 vision for our ministry is one that puts God at the center of our lives, not just on Sundays but throughout the week. We envision a ministry where people will come to know God and develop a deeper relationship with Him, where everyone is invited to the table to rejoice and give thanks for the gift of salvation. We are called to serve, to love one another, and to share our faith as disciples. We pray for a ministry where we can learn more about God together, becoming better disciples, growing in our faith, acting as good stewards of God's gifts, and developing loving and caring relationships within our congregation, our community, and our world.

We live our vision for ministry through weekly worship together that includes scripture, prayer, music, meditation, joy, and sometimes tears. Worship offers information and inspiration to live our faith throughout the week. Weekly Sunday school classes for children, and a youth group for teens, helps us encourage an early and active relationship with God. Our youth take mission trips near and far, learning to serve others in His name. They serve our congregation as well as our community with great enthusiasm. We try to be good stewards of God's gifts by maintaining our place of worship in order to host adult Bible studies, joyous monthly fellowship activities, and an expanded mission program that moves our congregation to action serving others. We love God and seek to answer His call.

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

We help feed the hungry by housing Clinton Community Outreach, the local food pantry. We support the pantry financially and with food drives, and we help with monthly food distributions. We also support Family Promise of Greater Beloit by serving meals and offering financial support.

We have a compassionate Deacon's ministry, they visit those who are homebound, sick, or in care facilities and send cards, deliver meals, and serve communion to those who can't attend worship. They also lead a prayer chain via email.

Our "Mission Possible" program on each 5th Sunday of the year helps us reach out to our neighbors by doing light construction, clean ups, and painting projects, we sing in care facilities, and develop intergenerational bonds. The Covid-19 pandemic slowed that, but we are back serving those in need. We have created a community garden to serve our Outreach and members of the community. Youth and adults have traveled to many states to help with mission projects and share discipleship through hard work and personal connections. Our God Squad ministry, our teen group, is open to all area youth.

To meet communication and connectional needs that were affected by Covid-19, we expanded our social media presence through our website, Facebook live, newsletters, and weekly updates via Flocknote. We have teamed with other local churches to provide Vacation Bible School over the summer to local youth. We have also teamed up to provide community services during the Lenten season.

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

We need someone who can lead us to address a series of short-tenured calls, including the last that ended in conflict. We need someone to help us acknowledge challenges regarding how people and committees function and communicate with each other. We need someone to help us better understand the ways we can support our pastors, and how to address conflict in a healthy way when it arises. We are hopeful that he/she will motivate us to build bridges to help mend divisions in our congregation and encourage us to be hopeful that we will move through this time of transition. As an Interim pastor works, worships, and walks alongside our congregation we hope that he/she will engage and inspire us to love and serve God. Organizing and collaborating with congregants, and communicating with our church family will help us deepen our responses to God together and as individuals. Jesus modeled hospitality, and we seek ways to enhance our hospitality and discipleship as an invitation to all. Guide us through our mission and vision study to help us create a foundation for our next called pastor.

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

Strong personal relationship with Jesus that can be shared

Identify and address conflict

Compassionate-sensitive towards others

Collaborative-Guides us through this time of transition

Welcoming-hospitable, friendly, inviting, and inclusive

Mission minded-motivate us to maintain our current mission projects while exploring others

Mentor

Humble

Purpose-driven-responsible, reliable, and organized

Hopeful

Communicates well through speaking, writing, and social media platforms

Encourager, relates well, and is helpful

Generous with kindness, love, and acceptance

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

Interim Duties:

- Engage interim tasks described in the Presbytery of Milwaukee's Interim Ministry Expectations
https://www.pbymilwaukee.org/uploads/2/5/9/1/25913310/interim_ministry_expectations.pdf
- Be well versed in conflict management
- Help us to build bridges in order to bring unity back to our congregation
- Model and equip us with better congregational communication

Ministry & Pastoral Duties:

- Coordinate and lead all worship services and administer the sacraments
- Make member and friend visits to those hospitalized, in need of pastoral care, home-bound, and potential new members; and coordinate care with the Deacons
- Provide counseling, crisis assistance, or referrals
- Conduct funerals, memorials services, weddings, special events and services
- Provide opportunities for the congregation to increase spiritual growth
- Lead the congregation through educating, recruiting, and motivating
- Support and encourage mission work
- Help reconnect those who have been isolated due to the Covid-19 pandemic
- Stay connected to our local community through discipleship
- Share communications with our congregation via worship or technology
- Be comfortable using technology and leading hybrid services
- Maintain confidentiality

Administrative Duties:

- Moderate Session meetings; participate with committees of Session as needed.
- Maintain regular office hours
- Assist in developing the structure and organization needed to carry out our missions
- Lead and encourage the church staff and volunteers

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://1stpresclinton.com>

<https://www.facebook.com/1stPresClinton>

<https://www.clinton.k12.wi.us>

<https://www.clintonwi.us>

<https://www.pbymilwaukee.org>

*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
<p>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.</p>	<p>X 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.</p>
<p>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.</p>	<p>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.</p>
<p>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.</p>	<p>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.</p>
COMMUNICATION	
<p>X Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
<p>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.</p>	<p>Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
<p>Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>	
ORGANIZATIONAL LEADERSHIP	
<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or</p>	<p>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.</p>

	organization.		
	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.
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.		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.	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		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

of service and meaningful contributions to mission accomplishment.	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 **\$54,500** Maximum *Effective* Salary **\$58,000**

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?

 ___ **X** ___ 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: Rev. Bill Petterson

Address: W222 N2878 Timberwood Ct. Waukesha, WI 53186

Phone Numbers: 262-617-9338

Relation: Past Pulpit Supply & Moderator of Session

E-mail: bill.petterson@gmail.com

Name: Rev. Dr. Bruce Jones

Address: 4110 Greenbriar Dr. Janesville, WI 53546

Phone Numbers: 608-205-7428

Relation: Moderator of Session

E-mail: revjones96@gmail.com

Name: Rev. Dr. Willem Houts

Address: 6767 W Greenfield Ave. Suite 202, Milwaukee, WI 53214

Phone Numbers: 262-949-1830

Relation: Commission on Transitional Ministry Liaison

E-mail: whouts76@gmail.com

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

Name: Personnel Committee-Kelli Bell Chair Person

Address: 9004 E Wyman Dr

City: Clinton State: WI Zip Code: 53525

Preferred Phone: 608-921-4110

Alternate Phone: 608-676-4276

E-mail Address for PNC Communications (required): kbell@finley.cc

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature
