

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 03249.AA0

Ministry General Information

Ministry Number	03249
Ministry Name	First Presbyterian Church
Mailing Address	P. O. Box 47 Florence, WI 54121
Phone	715-528-4851
Fax	None
E-Mail	florpar@borderlandnet.net
WWW Address	www.firstpresbyterianflorencewi.org
Ministry Size	Under 100 members
Ethnic Composition	
	White 100%

Average Worship Attendance	30
Church School Attendance	0
Curriculum	We have not had Church School for about 2 years.
Yoked	True
Presbytery	MACKINAC PRESBYTERY
Synod	SYNOD OF THE COVENANT
Community Type	Town

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Pastor, yoked/parish
Experience Required:	2 to 5 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	True

Training/Certificate Requirements:

Other Training:	
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Brief Church Mission Statement:	
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The mission of First Presbyterian Church, with God's blessing and guidance, is to provide and exemplify Jesus Christ's ministry in our congregation, community, and the world through proclaiming and teaching the Word; living our faith daily by praying, loving, and caring for others; sharing our time, talents and treasures as God has called us to do; strengthening our faith through worship, fellowship, and the study of God's Word; and reaching out to those who do not know him.

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What is the congregation's or organization's vision for ministry:

Over thirty years ago, a handful of people from two congregations, felt called to attempt something different in our small town. We wanted and needed a full-time pastor to live among us and help us serve our community. The Florence Parish was born: a yoking of our First Presbyterian Church (PCUSA) and Bethlehem Lutheran Church (ELCA). Together we have led the way in Christian ministry within our buildings and among our community families. From Sunday school, vacation Bible school and youth groups for our young people, to Bible studies and prayer groups for adults, picnics and baseball games for families, soup suppers, community dinners and funeral luncheons, early church and late church, midweek Lenten services, services at the lake, and joint services, we have been about the work of God in Florence County. The numbers aren't always booming and some of these listed activities have ebbed and waned, but the desire for an active and resilient congregation is here. We desire to build community within ourselves and among our fellow Christians. Three decades ago, we had a vision which few thought could work. We have proven that joining together for God's work brings results. Our people are few, but our dreams are big. We are searching for someone to join us in this journey and grow what we have started.

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

The Florence Parish has been an integral part of our community for the past 32 years, each congregation serving our Lord for over 100 years. We must continue to live our faith daily and reach out to those who do not know God's word. Our church consists of many life-long members, involved in numerous community organizations, events and ecumenical activities.

The Florence community, as well as our congregation, includes a great number of retirees. Many seasonal visitors and members regularly attend our services and activities. We need to keep serving these people.

Another population of concern are young families, struggling with unemployment and under-employment in Florence area. It is important that we reach out to provide help and hope to all. As a church we must be mindful of seclusion, poverty and mental health in our community.

Churches and schools are often the cores of communities and the more we involve people of all ages, the more tightly-knit our community becomes. It is important that we continue to grow and community outreach is crucial to growth. We must develop activities and programming for people of all ages and backgrounds. These include: Sunday School Bible School, Book/Bible study, youth groups, nursing home services/visits, community meals, Adopt-a-Family programs, ecumenical services with other area churches, and concerts/programs with guest artists.

Newly updated and ADA accessible facility allows us to offer space to community groups.

How will this position help you to reach your vision and mission goals:

As disciples of Christ, with God's blessing and guidance, we commit ourselves to the vision of our church. Our congregation is dedicated, gathering for worship each Sunday to hear God's word. Communion is served on a monthly basis.

Members share of their time in projects that need to be accomplished such as maintenance and share of their talents during worship or planned activities. We support world missions, One Great Hour of Sharing and our regional church camp, Presbytery Point. Youth and families have attended camp over the years, supported by fundraisers and donations. Twice our youth group attended national youth gatherings. Leadership from our Deacons and Session provide opportunities for fellowship among members/non-members and others in the community through coffee hours and our monthly community supper. Both groups have a positive outlook and are willing to meet any challenges that come before our congregation whether financial or otherwise.

Our monthly newsletter keeps everyone up-to-date on important information. Our strength in yoking with Bethlehem Lutheran has allowed us to be more visible in the community and reach out to families not associated with either church. With our new pastor and the Florence Parish partnership, it is an opportunity for all involved to renew our commitment to God and each other to continue our ministry in the Florence area.

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

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We envision a Pastor who is an effective preacher who provides meaningful worship solidly based in scripture. He/she will lead us to understand how the Word relates to us today, teach us how to share the message with others, and motivate us to take the church into our community.

Our Florence Parish churches wish to maintain strong ties to their denomination, so our Pastor must be knowledgeable of their polity, beliefs, and worship format.

Our Parish structure requires our Pastor to have strong administrative and organizational skills. There will be meetings of the Session, Council and Parish Board, responsibilities to the denominations and three budgets to manage, in addition to meeting the spiritual needs of the congregations. A commitment to each church, denomination and the Parish is expected.

While providing pastoral care, our Pastor needs to be compassionate and a good listener who will make home, hospital and nursing home visits, support bereaved families, and show empathy and concern for all.

Our Pastor's leadership will provide outreach and occasional contemporary worship which we hope will guide young people and families into active membership.

Technology has shown us ways to reach our members and friends in the face of the pandemic. Our Pastor will need adequate technological knowledge and skills.

What specific tasks, assignments, and program areas will this person have responsibility?

It is important that this person build relationships with families and friends of our congregation. He/she should establish a presence in the community allowing people to associate the pastor with the Presbyterian Church. Our congregation needs to grow, so helping the church develop a program to bring in new members (especially younger families) is needed. We would like our pastor to conduct outreach events that promote our church and involve community. This person would also be expected to do home and hospital visits, nursing home services, and give communion to home-bound individuals. Our pastor will conduct pastoral acts such as weddings and funerals for church members and for others in the community. First Presbyterian has a history of providing these pastoral services for those who are unaffiliated with any church. He/she will lead and guide our session meetings and help develop a plan for the future. He/she will attend Presbytery meetings, keeping the session/congregation aware of happenings within the Presbytery. The pastor will preach a thought-provoking sermon explaining passages from the Bible and how they relate to our lives. We desire someone who will lead us in our Christian education opportunities for both youth and adults.

Optional Links:

FlorenceCountyChamberofCommerce.com
ExploreFlorenceCounty.com
Florencecountywi.com
Myflorence.org (school)
[Town of Florence.com](http://TownofFlorence.com)
Firstpresbyterianflorencewi.org
Bethlehemlutheran.org

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Teacher

Communicator

Organizational Agility

Strategy and Vision

Collaboration

Interpersonal Engagement

Initiative

Flexibility

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$50,000

Housing Type: Open to Manse/Housing Allowance

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The Parish Board meets "as often as necessary in order to conduct the business and oversee the ministry that it has been entrusted with". Usually that has been 2-3 times a year; lately more often.

First's Session and Bethlehem's Council usually have monthly meetings.

First's Board of Deacons and the "Come to Supper" committee meet as needed. "Come to Supper" is a free meal (donations accepted) provided once a month to anyone in the community. During the pandemic it was not held; it will resume in August, 2021.

The Pastor is welcome at all meetings, "Creative Acts of Kindness" is sponsored by the Lutheran church, meeting periodically. It provides lap robes, knit caps, health care kits, etc. to meet needs locally and globally. Both churches offer their buildings for community use.

Mission Statement (of yoked church).

As a community of people created in God's image, empowered by the Holy Spirit, and believing in the Biblical message of Jesus Christ,

the mission of Bethlehem Lutheran Church is to:

~Provide the means for personal and congregational worship through prayer, praise and thanksgiving.

~Proclaim and teach the Gospel through Word and Sacrament.

~Promote living the Gospel through love, forgiveness and patience.

1. What is the congregation's or organization's vision for ministry?

Bethlehem strives to provide the means for personal and congregational worship through prayer, praise and thanksgiving. The worship service is the primary means for us to proclaim and teach the Gospel through word and sacrament. Holy Communion is offered weekly when possible, and is open to all Christians. We also look for other opportunities to share Jesus' message beyond the weekly worship service through special events such as concerts.

Another of our intentions is to promote living the gospel through love, forgiveness and patience. There are strong bonds within the congregation and with our First Presbyterian ministry partners. We also endeavor to live out these characteristics in our interactions within the community.

We wish to encourage persons to recognize, develop and share their own gifts and talents for ministry by evangelizing and meeting the needs of our community and the world. Members also participate in ministries of their own (such as Keryx, a prison ministry), and the congregation participates in Lutheran World Relief efforts as well as collaborating with local ministries such as St. Vincent de Paul, Salvation Army and others.

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

There is a significant number of county residents who live below the poverty line, so we participate in efforts to provide food and other resources to those in need, primarily working with ministry partners. We also wish to support our local youth. We would like to reinstate programs to address the needs of children and young people.

One priority is to grow spiritually in faith and understanding of God's Word. There is a strong desire for Bible study, uplifting worship, and preaching that can be applied to daily living. We want to grow our ministry by developing programs, worship, and activities that appeal to families with children, as well as newly retired and elderly residents. We desire to explore ways to connect with outdoors enthusiasts and seasonal visitors.

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

Our pastor would need to provide connection to two denominational bodies: the ELCA and PC(USA) and be active with local Lutheran, Presbyterian, and other clergy. Five major activities/focus we identified are:

A. Membership outreach- visiting members in their homes, places of work, or as arranged. We would like the pastor to develop connections with seasonal members and participants. Outreach to the unaffiliated is also strongly needed. **B.** Fostering Bethlehem Lutheran and First Presbyterian doing more activities and ministry together as a parish. **C.** Endeavor to increase the visibility of the Parish in the community. **D.** We desire the pastor to be an active member of the community, involved in organizations and participating in activities. **E.** Provide and/or promote opportunities for Christian education, spiritual formation and growth.

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

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Effectiveness as a communicator and teacher
Skill in planning and leading programs
Ability to help people develop their spiritual lives
Willingness to visit members and non-members
Have talents in music and use of technology

5. What specific tasks, assignments, and program areas will this person have responsibility?

Presiding over worship and preaching at Bethlehem and First.
Fostering the Parish relationship and leading Parish meetings
Moderating First's Session and congregational meetings, guiding Bethlehem's Council and congregational meetings.
Helping congregations explore new mission opportunities
Writing newsletter articles, annual reports, and other communications as needed.
Helping congregations explore new mission opportunities
Pastoral Care-including visiting the sick, homebound, people in their homes and workplaces.
Spiritual formation and Christian Education program development