

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 11700_____

Ministry Name Countryside Trinity Church _____

Mailing Address 4690 Weiss Street _____

City Saginaw__ _____State MI___ Zip Code 48603-3890

Telephone Number 989-793-0125_____ Fax Number ---_____

Email countryside@ctcsaginaw.com _____

Web site www.CTCsaginaw.com (currently being revised) _____

Congregation or Organization Size(Select one)

___Under 100 members
__XX__101 - 250 members
___251 - 400 members
___401 - 650 members
___651 - 1000 members
___1001 - 1500 members
___More than 1500 members
___N/A

Average Worship Attendance ____45_____

Revised 3/2016



Church School Attendance 2

Church School Curriculum Faith Weaver

☐ 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
1 Asian
2 Black or African American (African Native, Caribbean)
1 Hispanic Latino/Latina, Spanish
2 Middle Eastern
_____ Native Hawaiian or Other Pacific Islander
94 White
Other _____

Presbytery Lake Huron Synod of the Covenant

Community Type (select one)

_____College	_____Rural	XX_Suburban
_____Small City	_____Town	_____Urban
_____Village	_____Recreation	_____Retirement
_____N/A		

Clerk of Session Contact Information:

Name Mary Ann Parker
Address 5191 Swan Creek Rd.
City Saginaw State MI Zip Code 48609
Preferred Phone 989-284-2255 (cell) Alternate Phone 989-793-4797 (home)
E-mail mparker@chartermi.net 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*)

Years of Experience	**Position Type**	**Years of Experience**	**Position Type**
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 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		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) solo pastor_____

***Employment Status**

XX__Full Time _____Part Time _____Open to Either

_____ Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? XX_No _____Yes
(If yes, please complete the Yoked Congregation Detail Form.)

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

_XX_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 __XX___ Yes _____ No

Mission Statement

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

Countryside **T**rinity **C**hurch

C onnecting to Christ

T elling Our Story

C aring Beyond ourselves


CHURCH
LEADERSHIP
CONNECTION

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 is "Engaging the Gospel that heals hearts and creates communities. Seeking the Spirit to know God and embrace humanity." We are committed to share our personal faith journey with others, to be comfortable in telling our story of how our faith gives us strength to be disciples of Christ and to be open and willing to accept change as we creatively work to develop enthusiasm and excitement for our church. Rekindling and expanding our Congregational Care Team to reach out to our church families and friends, homebound or absent, is key to our vision. We strive to reestablish educational, spiritual and fellowship activities.

We aspire to use our talents and skills to be a church that displays the love of Christ and connects with people from all walks of life. We accept everyone without judgement. We continue to develop community relationships, especially our partnership with the elementary school across the street.

Countryside Trinity Church was founded as a mission church and has mission in its heart. We are a federated church (PCUSA and UCC) but predominantly PCUSA.

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

CTC is a place where you feel God's grace and love and are accepted for who you are wherever you may be on your faith journey. Worshipers are greeted with a smile and a hug. Visitors describe our church as friendly and welcoming. Fellowship after church is grace-filled. Birthdays and anniversaries are celebrated monthly with a special cake. Advent and Lenten gatherings nurture us in body and soul.

Congregational care is important as our homebound members struggle with health and confinement issues. Church members reach out to them by phone, greeting cards, mini-porch visits and care packages.

We provide food baskets for families in need at Easter, Thanksgiving and Christmas. During Advent, members take a name from the angel tree and purchase Christmas gifts to be included with the food baskets.

Our Women's Association, Christian Outreach Committee and church members/friends joyfully support various missions with time, talent and/or treasure. Missions include Habitat for Humanity, City Rescue Mission, the local prison program, women's shelter and food pantries.

We sponsor a Boy Scout Troop that meets regularly at the church. School supplies are collected before school starts in the fall. In collaboration with our neighboring elementary school, we fill backpacks with food for students experiencing poverty and hunger. Church volunteers participate in the school's READ program, assisting struggling readers to improve their skills.

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

We are seeking a compassionate pastor who feels called to lead a maturing congregation and who will focus on helping our church fulfill its vision and mission. Our pastor will be one who congregants can comfortably turn to for guidance and counsel. He or she will have the ability to think outside the box and encourage members to accept new ideas with open dialog. Our minister will actively promote stewardship throughout the year. Connecting the message of Scripture with the challenges of faithful discipleship while emphasizing God's mercy and grace will be essential. Transparency and communication will be important as we strive to know God and embrace the world in which we live.

We seek a skillful, flexible and energetic leader who can teach, preach and motivate members and new Christians to be disciples inside and outside our church doors. We are searching for an individual who can represent our church and share God's love in the community with ease and hopefulness.



Over the years as area churches have closed, our congregation grew as members from four congregations joined CTC forming one body of Christ. It has been noted by several pastors that members from these diverse backgrounds work together with grace and enthusiasm.

We strive to encourage contributions from our members as we support the four major church-wide offerings of both denominations.

We are open to both PCUSA and UCC candidates, as the pastor will serve with standing in both denominations.

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

Our pastor will display an enthusiasm for the Lord and for their work in the ministry. He or she will share their own faith in sermons, in their daily contacts and through their actions. We desire a minister who is personable and approachable, is a good listener and is empathetic and caring to all, regardless of circumstance. A good sense of humor would be an asset.

Communication skills, both spoken and written, will be essential, as will communication via technology. Our pastor's interactions with others will be transparent, open and honest. He or she will be flexible and open to new ideas and will welcome feedback and view it as an opportunity for growth.

We desire a minister who will inspire our members to be involved and to encourage them to take action. He or she will respect our traditions while managing much-needed change. In doing so, our pastor will not be afraid to challenge the status quo in a positive way.

We expect our pastor will be visible in the community, assist in the recruitment of new members and be a hopeful advocate for the future of the church.

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

Our solo pastor will be responsible for the following:

· Preach and teach the Word of God with integrity, passion and relevance to all generations and all levels of spirituality

· Administer pastoral care in emergency situations, to the homebound and to those in pain and conflict

· Practice and encourage responsible stewardship

· Perform functions of the ministry of Word and Sacrament as outlined in The Book of Order

· Perform administrative duties and supervise four part-time staff

· Provide guidance and support to boards and committees while encouraging ownership of their work

· Engage in community activities and organizations to strengthen and reinforce the church's vision and mission outreach

· Engage in professional development

· Maintain denominational connections and observe PCUSA and UCC polity requirements

· Balance hours in the office and the community to maintain a healthy work-to-family life ratio

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)

Saginaw: https://www.saginawchamber.org
Bay City: https://www.baycounty-mi.gov/
Midland: https://www.midlandtxchamber.com
Great Lakes Bay Region: https://www.greatlakesbay.com
Saginaw Township Community Schools: https://www.stcs.org
Saginaw Intermediate School District: https://www.sisd.cc
Freeland School District: https://freelandschools.net
Swan Valley School District: https://www.swanvalleyschools.com


CHURCH
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*LEADERSHIP COMPETENCIES

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

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.	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.
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	**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.
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.
	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.
X	**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.
	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.
	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.
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.	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 $49,519 Maximum ***Effective*** Salary $53,825_____

Housing Type _____Manse

XX__Housing Allowance

_____Open To Either (Manse or Housing Allowance)

_____Not Applicable *(For Non-pastoral Positions Only)*

Revised 3/2016

*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. Ted McCulloch_____

Address 121 S. Harrison, Saginaw, MI 48602-2193 _____

Phone Numbers church 989-793-9890 Presbytery office 989-799-7481 _____

Relation Stated Clerk & Acting Head of Staff of Lake Huron Presbytery _____

E-mail tmcculloch@presbylh.org (office) or revted@msn.com (church) _____

Name Rev. Dr. Jane Lynn Young _____

Address 4690 Weiss St, Saginaw, MI 48603-3890 _____

Phone Numbers 989-793-0125 office or cell 219-204-9037 _____

Relation Present Bridge Pastor _____

E-mail pastorjane@ctcsaginaw.com (church) or janelynnyoung@gmail.com (personal)

Name Rev. Michael Hahn

Address 3726 Chilton Dr. Saginaw, MI 48603

Phone Numbers 989-793-2805

Relation Pulpit Supply

E-mail mshallelu@aol.com

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

Name Roger Scovill

Address 1414 S. Grant St

City Bay City State MI Zip Code 48708-8060

Preferred Phone 989-439-4721 (cell)

Alternate Phone 989-892-1903 (home)

E-mail Address for PNC Communications (required): lhalase@hotmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee_____ Date_____

Signature

Clerk of Session_____ Date_____

Signature

Presbytery_____ *Date*_____

Signature