

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 **03235**

Ministry Name **Fraser Presbyterian Church**

Mailing Address **3006 West Huron Line Rd.**

City **Cass City** State **MI** Zip Code **48726**

Telephone Number_____ Fax Number _____

Email **fraserchurch1876@gmail.com**

Web site **www.fraserchurch.org**

Congregation or Organization Size(Select one)

__**X**__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 ____27.5

Revised 3/2016

---Internal Use---



Church School Attendance 0

Church School Curriculum 0

☐ 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 **of Lake Huron** Synod **of the Covenant**

Community Type (select one)

_____College	X_____Rural	_____Suburban
_____Small City	_____Town	_____Urban
_____Village	_____Recreation	_____Retirement
_____N/A		

Clerk of Session Contact Information:

Name Elizabeth Leitch
Address 2866 W. Atwater Rd
City UBLY State MI Zip Code 48475
Preferred Phone 989-551-8630 Alternate Phone _____
E-mail eleitch2014@gmail.com FAX _____

Revised 3/2016



***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**
No experience	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		

Revised 3/2016



You may also specify the position title (if appropriate)_____Solo Pastor_____

***Employment Status**

X_____Full Time _____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

__X__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** ____**X**__ **No**

Mission Statement

The vision of Fraser Presbyterian Church is to welcome everyone to join our church family in worship at the “Country Church with the Open Doors”; we support local, national, and world-wide missions through actions of love and faith.

Revised 3/2016

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.

The vision of ministry at Fraser Presbyterian Church is to reach out to our community and model how we carry our religion over into all aspects of life. We show genuine care and concern for others as well as our members. Our congregation is like a close-knit family, and we genuinely love one another. We enthusiastically welcome all visitors who attend our services, whether it is a one-time visit or as a potential permanent member of our family. Daily, we strive to live as Christ instructed, showing love, hope, and faith so that others may see examples of God's love.

Guests at Fraser Presbyterian Church often describe the church as being very warm and welcoming. The church doors are unlocked and open to the community. We are proud to be called the "Country Church with the Open Doors" because anyone is welcome to come in and pray or learn the Word of God. Our congregation is a mixture of young and old who care about all of God's children. We often reach out to families in need with either spiritual or financial support.

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

We are driven by our Christian duty to share the Word of God with others, and our faith in God stays with us as we reach out and respond to others' needs. We learn of needs through word of mouth, newspaper articles, members or through friends.

Our Session members wear many hats; they act as Member Care Committee members, and activate the prayer chain, send cards, telephoning, and visiting members who are ill or lonely, as well as sharing the Sunday Zoom worship link or provide Sunday worship tapes (currently provided by Cass City First Church) to our shut-ins to help them feel part of the larger worshiping body. Members are kept informed by a Prayer of Concern List and Anniversary/Birthday Calendar that are printed in the Sunday bulletins and newsletter.

The women of the church provide luncheons for celebrations or when members are faced with a death in their family. Revive Ministries, located in Cass City, provides a resale store and free will donation meals. Individuals from the church volunteer at the restaurant and support the monthly food bank by donating non-food items (paper towels, toilet paper, etc.). Our Challenge

Fund is funded by donations from our congregation and is used to assist local people who are faced with financial hardships.

When we share a pastor, we hope to enjoy celebrating several joint services together. Currently, at Fraser Presbyterian Church, we have also reached out and joined with other denominations through our participation in community Ash Wednesday and Good Friday services, Vacation Bible School, ministry at local care facilities, and at Revive Ministries (a local food bank and thrift shop).

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

We are in search of a leader who will guide us in our faith and share the Word of Our Lord as taught to us by Christ. We seek to learn how we can better serve as the vehicles of Christ acting in our world, develop our gifts, and allow the Holy Spirit to use us. We feel responsible as Christians to be examples of what Jesus would want us to be. We are looking for someone to help us understand the Word of God as depicted by Jesus and how scripture can help us through our life's journey. We know God gave us Christ as an example for us all and we seek to be the very best Christians we can be. Having a pastor will enable us to better organize and focus our efforts to help others. Having a leader who is even minimally involved in the community will provide a constant representation of Fraser Presbyterian Church's care and concern for others, beyond our church families.

During worship, we are focused primarily on hearing the Word of God through scripture and the other readings at our services. We look to incorporate the Word into our own personal lives so that we may develop ourselves as individuals and be better equipped to reach out to the local community and the world. We understand God has empowered us all to fulfill our needs; we seek guidance by the Holy Spirit to grasp the many riches of His love. We understand we are all weak, but His strength is there for us. We believe deeply in the power of prayer and know we are stronger as a group than we are individually in our quest to share this love with others in our 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 are seeking a person who feels a strong connection with the Word of our Lord and can share that with our congregations and community. The person applying for this position must enjoy relating the Gospel to social issues, exhibit a sense of humor, and be visibly energetic. This person will need to be secure in his or her own identity and comfortable relating positively to a variety of personalities. We are looking for a person who is willing to be active in the community while being a positive example of our church. This person needs to be aware and open about his

or her ongoing spiritual journey. This person will also need to have skills for communicating a vision and implementing strategies to make the vision real. We are also looking for a person who can assist in developing new programs as well as maintaining or updating the current ones. We seek someone who is comfortable with people of all ages and can minister to children as well as the elderly or infirmed.

Although these are some qualities we are looking for, we are open to anyone who feels called to minister to our churches as we have faith that God will bring us the person best suited for us.

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

We are seeking a responsible person to help us continue moving forward to adapt to our ever-changing world. We are very proud of our church and want to retain all of our current members and reach more people. We desire a motivated individual who will reach out into our community.

Responsibilities within the shared churches include:

- Leadership style open to cooperative ministry
- Prepare and deliver weekly sermons
- Lead spiritual development through Bible study
- Participation in church activities and help planning congregational life
- Congregation communication, both oral and written
- Hospital and home visitation
- Support committees
- Be involved in community events that will benefit the communities and encourage development and growth of our congregations
- Incorporate music in our worship services and other church activities

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)



Revised 3/2016

*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.		**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			
	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			

Revised 3/2016

X	**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.		

Revised 3/2016

	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.
	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 $____48,000____ Maximum ***Effective*** Salary_____$50,000

Housing Type

_____Manse

_____Housing Allowance

x_____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 McMulloch** _____

Address **5560 McCarty Rd, Saginaw, MI 48603** _____

Phone Numbers **989-799-7481** _____

Relation **Stated Clerk for Presbytery of Lake Huron** _____

E-mail **tmcculloch@presbylh.org** _____

Name **Linda D. Kennan** _____

Address _____

Phone Numbers **989-430-2527** _____

Relation _____

E-mail **linda.kennan@outlook.com** _____

Revised 3/2016

Name **Rev. Scott Kroener**

Address **12517 Morseville Rd., Birch Run, MI 48415**

Phone Numbers **559-816-9564**

Relation **Fraser Presbyterian Church Moderator**

E-mail **taymouthchurch@msn.com**

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

Name Brian Toner

Address 4851 Canboro Rd.

City Owendale State MI Zip Code 48754

Preferred Phone 810-662-4807

Alternate Phone

E-mail Address for PNC Communications (required): brntnr63@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Date

Signature

Clerk of Session Date

Signature

Presbytery *Date*

Signature

Revised 3/2016

---Internal Use---