

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 03354

Ministry Name Second Presbyterian Church

Mailing Address 2665 Midland Road

City Saginaw State MI Zip Code 48603

Telephone Number (989) 792-1023 Fax Number (989) 792-8755

Email secondpres@sbcglobal.net

Web site www.spcsaginaw.org

Congregation or Organization Size (Select one)

___Under 100 members
___101 - 250 members
_X_251 - 400 members
___401 - 650 members
___651 - 1000 members
___1001 - 1500 members
___More than 1500 members
___N/A

Average Worship Attendance 122 in 2019

Church School Attendance 99 enrolled in 2019

Church School Curriculum Young Children & Worship and Workshop Rotation Model (WoRM)

☐ 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

_1%__ Black or African American (African Native, Caribbean)

_2%__ Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

_97%_ White

Other _____

Presbytery Presbytery of Lake Huron Synod Synod of the Covenant

Community Type (select one)

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

Clerk of Session Contact Information:

Name JoAnn Hunt

Address 2444 Westbury Drive

City Saginaw State MI Zip Code 48603

Preferred Phone (989) 793-9568 Alternate Phone (989) 992-5914

E-mail jmjihunt@att.net 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**
First ordained call	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**

X_____Full Time _____Part Time _____Open to Either

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

Is this a yoked congregation? X___No _____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

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

Seeking and serving Christ, we are a place for growing Christians.

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 statement is "Seeking and Serving Christ, we are a Place for Growing Christians." For over 150 years we have been an active congregation seeking to serve Christ. We seek Christ in the spiritual food we receive during Sunday worship, the cornerstone of our congregation. We are a congregation composed of dedicated members from multiple generations, as well as folks who have joined in recent years. As one body we participate in one worship service of our one God.

We live out our vision of serving Christ by genuinely caring for and supporting each other and by welcoming strangers. Our hope is that all growing Christians who join us in worship feel welcome; therefore, visitors are never ignored and always engaged by multiple congregants.

Our belief that we are a place for growing Christians was reaffirmed through challenges faced during the pandemic. We realize that for our Christian growth, we yearned for the community in which we gathered. Pandemic challenges along with losing the stability of only two called pastors in the last 60 years has proved unsettling. The firm footing supplied by long-tenured staff was essential for our ability to forge ahead. The congregation endured, kept programs relevant, worshiped via live-stream, and continued mission outreach, all while hungering for the stability, vision, and guidance a permanent called pastor provides. Our congregation is now ready to embrace the next phase of ministry and eager to provide support a pastor will desire.

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

We are called to reach out and serve Christ by serving our Saginaw community. We have identified key issues to address, such as poverty, food insecurity, homelessness, social injustice, and the loss/lack of connection to faith communities. The work of the church moves beyond its walls through the guidance of the Mission Committee, which identifies and organizes activities and works

with mission partners. Congregants participate by donating school supplies, outerwear for kids, baby and food pantry items, Bibles for incarcerated persons, hygiene products, and financial donations toward missions. Other active missions have included yearly youth mission trips, Presbyterian missionaries, CROP Walk, and Boy Scout Troop 321. We are extremely proud of our mission outreach and feel it is a shining example of addressing needs in our community and beyond.

Additionally, we provide programs which bring the community into the church. Vacation Bible School has drawn and inspired many participants, both congregants and community members. Our music ministry, including original dramas, has inspired and grown our faith through involvement by all age groups, toddlers to seniors (including costumes, sheep, and camels!). Special worship services attract both congregants and community, including Taizé services, Ash Wednesday (drive-thru this year), and Maundy Thursday. It is our goal to create a more formalized congregational care program to identify and further support other needs.

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

We will call a pastor who can relate well to all individuals of our congregation, provide leadership and guidance through changing times, help build on our strong foundation, inspire spiritual growth, and help us identify other avenues of participation and outreach, outside and within our church.

We know everyone finds their own niche within a church community, be it through music, liturgy, service on Session, ushering, mowing the lawn, organizing White Elephant sales and potlucks, leading Sunday School, or participating in prayer groups. We seek a motivational pastor to inspire others to give of their time and talents to further the mission of Christ in this congregation, in our community, and around the world.

During this interim transition period, the congregation has become aware we need to be more active partners in the workings of our church. We long to become a pastor-guided, not pastor-centric, congregation. We look forward to calling a partner with whom we can grow together in faith and service.

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

We feel characteristics of a well-suited leader for Second Presbyterian Church include the ability to:

- Lead and inspire us through strong, relatable preaching and teaching

- Be approachable, outgoing, friendly, organized, tolerant, and positive (mentally, spiritually, and physically)
- Foster connections with each other and the community
- Have strong administrative skills, including the ability to delegate appropriately
- Be able to communicate with young and old
- Help explore new models of Christian Education and music programs while honoring traditions

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

- Deliver meaningful sermons pertaining to the problems of today's world
- Lead an engaging Sunday worship service with energy and creativity
- As head of staff, guide and work cooperatively with staff members to function as a group to provide creative ministry programs
- Help develop programs desired by and necessary for the congregation
- Encourage fellowship and opportunities for involvement within the church and the community
- Help create a more formalized ministry of pastoral care, including hospital and shut-in visits, for more effective outreach (as a specifically expressed need in our Mission Study)
- Communicate about stewardship (of time, talents, resources)
- Serve as Session moderator to run efficient session meetings and work collaboratively with committees
- Continue to interact with neighboring Presbyterian churches for opportunities for spiritual growth

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)

Mission Study:
https://www.spcsaginaw.org/mission-study

*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.
	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.	X	**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.	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.
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.		**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 $47,000 Maximum ***Effective*** Salary $55,000

Housing Type

_____Manse

X_____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 227 Trier St, Saginaw MI 48602

Phone Numbers (989) 793-9890 (church); (989) 326-4294 (cell)

Relation Pastor of neighboring congregation and Stated Clerk of Presbytery

E-mail revted@msn.com

Name Rev. Hillary Roethlisberger

Address 2950 Moraga Ave SE, Albany OR 97322

Phone Numbers (208) 283-3815 (cell)

Relation Former ministry intern

E-mail hillaryroethlisberger@gmail.com

Name Rev. Cathy Chang - PENDING CATHY'S ACCEPTANCE

Address

Phone Numbers

Relation Mission Co-worker

E-mail cathy.chang@pcusa.org

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

Name Adam Engel

Address 880 N Thomas Rd

City Saginaw State MI Zip Code 48609

Preferred Phone (989) 781-1218 (cell)

Alternate Phone N/A

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

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Date

Signature

Clerk of Session Date

Signature

Presbytery *Date*

Signature