



**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: 21511 _____

Ministry Name: First Presbyterian Church _____

Mailing Address: 1100 Carter Creek Parkway _____

City: Bryan _____ State: Texas _____ Zip Code: 77802

Telephone Number: 979-823-8073 _____ Fax Number: 979-822-7063

Email: office@fpcbryan.org _____

Website: www.fpcbryan.org _____

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 _____ 137 _____



***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)
2-5 years	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) Associate Pastor – Discipleship & Outreach

***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 type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input checked="" type="checkbox"/>
Other	_____		

Language Requirements

<input checked="" type="checkbox"/> English	<input type="checkbox"/> Spanish	<input type="checkbox"/> Korean	<input type="checkbox"/> French
<input type="checkbox"/> Arabic	<input type="checkbox"/> Armenian	<input type="checkbox"/> Creole	<input type="checkbox"/> Portuguese
<input type="checkbox"/> Japanese	<input type="checkbox"/> Russian	<input type="checkbox"/> Swahili	<input type="checkbox"/> Burmese
<input type="checkbox"/> Cambodian	<input type="checkbox"/> Indonesian	<input type="checkbox"/> Laotian	<input type="checkbox"/> Thai
<input type="checkbox"/> Vietnamese	<input type="checkbox"/> Taiwanese	<input type="checkbox"/> Cantonese	<input type="checkbox"/> Mandarin Chinese
<input type="checkbox"/> Twi	<input type="checkbox"/> Sign Language	Other _____	

Statement of Faith Required Yes No

Mission Statement

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

*We are a congregation of believers
preaching Christ
teaching discipleship
reaching others*



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.*

First Presbyterian Church's vision, guided by spirit of the Gospel, is to love God, to serve each other and our community, and to engage in the Church's broader outreach in the world. We are an intentionally welcoming congregation that honors traditional and blended worship to reach across all age groups in the church. FPC lives out its ministry through worship, teaching, music, fellowship, pastoral care, and missional outreach.

FPC depends on a large number of committed individuals to accomplish its ministry. Our reverent and joyful service combines Scripture, music (including a twenty-eight rank pipe organ), prayer, dedication of our gifts, time with young disciples, proclamation of the Word, affirmation of faith, and monthly celebration of the Lord's Supper. Sunday school classes that vary in theme and style encourage deeper study and spiritual growth. Other FPC activities include Bible studies, youth group activities, young adult's ecumenical fellowship, women's circle groups, and programs for older adults. See www.fpcbryan.org for complete listing.

FPC extends pastoral care to the place-bound, hospitalized, and parishioners recovering from illness, injury, or other life crises. We support denominational missions and local agencies and organizations with our time, material and financial donations, and volunteer service hours. We seek an associate pastor to help us carry these many forms of faith-community development and outreach into the future.

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

For the past 150 years FPC has upheld its mission to serve at home and in the broader Church. We support local public schools, nonprofits, and have developed denominational partnerships including support of a Presbyterian seminary in Peru. We will continue this rich tradition of service and outreach as we encounter needs in an ever-changing world.

The church has evolved and will continue to do so as we move into the future. Over the past decade, the percentage of elderly parishioners at FPC has increased. While we are happy to serve our place-bound members with visitation and regular communion opportunities, for us to sustain our vibrancy going forward, we wish to achieve a more evenly balanced age distribution for our membership.



We strive to create a worshipping community such that all who join us can grow in faith for serving as disciples of Jesus Christ in today's world. Our hope is to continue to attract young families, retirees returning to the community, and middle-aged worshippers, as well as local college students. Youth participation with interfaith and community development efforts can also be funded from a special Foundation grant.

We understand that first impressions are important. For effective outreach and enriching opportunities, we offer potential new members a positive experience spiritually, in fellowship, and through service/mission opportunities. We support inactive members and wish to help them stay as connected as possible in the life of the church.

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

The congregation of FPC expects its associate pastor to preach effectively by delivering interesting, thought-provoking, and theologically sound sermons that engage the intellect and the heart. We look for a person to counsel parishioners with a spirit of hope that lifts them up in times of need.

We are seeking an individual who communicates ideas and information clearly and who can bring people together in dialog. Technological demands make it highly desirable that our associate pastor be competent with current media platforms and software that support online connections with our congregation and community.

The ideal candidate furthers the church's mission by building solid relationships with members and in the community. We expect this person to be motivated, energetic, and willing to take on challenges using their initiative to pursue opportunities that will help us fulfill the church's aspirations. Our associate pastor needs to respond to changing situations and conditions with flexibility and imagination.

The associate pastor and senior pastor will work in partnership to administer the church's programs and property, with specific duties flowing from the particular interests and gifts required. We are looking for an associate pastor who can master the organizational intricacies of FPC to work with and guide the congregation, various committees, and volunteer groups as they carry out the work of the church.

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

- Strong commitment to Jesus Christ and His Church, as evidenced in personal life and witness.
- Outstanding Leadership Skills. Demonstrated ability to provide hopeful direction and stable guidance in the daily life of the church and to shape and deliver challenging and uplifting messages



through his or her worship presence. Energized leadership willing to oversee ministries within the church based on skills and interests complementary to those of the senior pastor.

- Strong Written and Verbal Communication Skills. Can communicate clearly from the pulpit, in the classroom, through the church newsletter, and in private conversations.
- Technological Experience and Aptitude. Proven ability to harness technology for the mission of the church, including software proficiency and use of other technology-based tools for ministry.
- Managerial and Organizational Leadership. Emphasis on understanding how organizations work; including skills to coordinate, track, and monitor activities within the church and with outside service providers. Capable of orienting people to work together to accomplish tasks and goals.
- Generous and Engaging Spirit. Can build solid relationships of trust and respect and desires to continue to grow in faith, understanding, and ability. Will represent our church to the wider community with an open and engaging faith that invites others to share in our gospel ministry.

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

The associate pastor shall have the full responsibilities of an Ordained Minister of Word and Sacrament whose calling is to proclaim the Gospel of Jesus Christ in word and deed. The associate pastor shall collaborate with the senior pastor to advance the larger ministry of the church. The associate pastor shall have specific staff leadership responsibilities for mission outreach and for faith education and growth of discipleship ministries with youth and families with young children. Specific responsibilities shall include:

- leading worship services, including preaching, up to one-third of Sundays as requested;
- making visits in hospitals and rehabilitation and care facilities;
- offering pastoral counseling;
- officiating funerals, weddings and baptisms, as requested and in consultation with the senior pastor;
- staffing selected Session committees;
- moderating the Session in the absence of the senior pastor;
- serving as the acting head of staff in charge of administrative responsibilities in the absence of the senior pastor; and
- promoting collegial interactions and honest and open communication with co-workers and within the congregation.



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)

<https://www.fpcbryan.org>; <https://www.bryantx.gov>; <http://cstx.gov>;
<http://www.brazoscountytexas.gov>; <https://www.bryanisd.org>; <https://www.csisd.org>;
<https://www.tamu.edu>;
<http://www.blinn.edu/brazos/>



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
<p>✓ 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>✓ 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>✓ 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>✓ 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

	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.
✓	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 policies, practices, and procedures; 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.
✓	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 strengths and limitations of others.		



INTERPERSONAL ENGAGEMENT

✓	Interpersonal Engagement – Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engages people, organizations, and partners in developing goals, executing plans, and delivering results; uses 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.
	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 and 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: \$46,500_____

Maximum *Effective* Salary: \$58,000_____

Housing Type: _____Manse
 ___✓___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?

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: Revs. Judy & David Fletcher _____

Address: 1519 Sugar Creek Drive, Carrollton TX 75007-3925 _____

Phone Numbers: (972) 365-0294 _____

Relation: Visioning Consultants _____

E-mail: jrfletcher44@gmail.com; dfletchjdf@aol.com _____

Name: Rev. Marie Mickey _____

Address: 5658 Legacy Drive, Abilene TX 79606 _____

Phone Numbers: (979) 574-6348 _____

Relation: former Associate Pastor _____

E-mail: mmickey290@gmail.com _____



Name: Rev. Keatan King _____
Address: 3923 Driscoll St, Houston TX 77098 _____
Phone Numbers: (512) 560-9279 _____
Relation: former Pastoral Intern _____
E-mail: keatank@gmail.com _____

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

Name: Ken Telg _____
Address: 17001 Pawnee Crossing _____
City: College Station _____ State: TX _____ Zip Code: 77845-6351 _____
Preferred Phone: (979) 781-4351 _____
Alternate Phone: (979) 823-8073 _____
E-mail Address for PNC Communications (required): kennethatlg@gmail.com _____

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature