



**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 03113
Ministry Name First Presbyterian Church
Mailing Address 1432 Washtenaw Avenue
City Ann Arbor State MI Zip Code 48104
Telephone Number (734) 662-4466 Fax Number (734) 662-5718
Email info@firstpresbyterian.org
Web site https://www.firstpresbyterian.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 514



Church School Attendance 622

Church School Curriculum Multiple

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.

0 American Indian or Alaska Native

2 Asian

1 Black or African American (African Native, Caribbean)

1 Hispanic Latino/Latina, Spanish

1 Middle Eastern

0 Native Hawaiian or Other Pacific Islander

95 White

Other _____

Presbytery Detroit Synod Synod of the Covenant

Community Type (select one)

College _____ Rural _____ Suburban

_____ Small City _____ Town _____ Urban

_____ Village _____ Recreation _____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Linda Rex

Address 2280 Hickman Road

City Ann Arbor State MI Zip Code 48105-9518

Preferred Phone (734) 484-0182 Alternate Phone (734) 780-5459

E-mail linder55@me.com 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)**

<u>Years of Experience</u>	<u>Position Type</u>	<u>Years of Experience</u>	<u>Position Type</u>
	Solo Pastor		General Assembly Staff
5+	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) Lead Pastor

***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	<input type="checkbox"/> Other	

Statement of Faith Required Yes No

Mission Statement

What is your congregation's or organization's Mission Statement?
 First Presbyterian Church is an inclusive and diverse faith community, led by the Holy Spirit, who welcomes people of all ages and backgrounds to come together to explore, nurture, and deepen their faith. Through worship, shared discussion, participation, and service, we aim to make God's love felt



throughout our congregation, and community, and echo throughout the world. Our challenge is to serve God with joy and to bear witness to God's transforming love made visible in Jesus Christ.



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.

FPCAA's 2020 Strategic Plan defines a new direction, new priorities and a conviction to fulfill the vision and mission of our church: **Making God's Love Visible.**

Our aspirations include a commitment to welcoming all people with a radical hospitality, addressing the tough issues of social justice, advocacy and accessibility. We are focusing our attention on Worship, Christian Formation, Fellowship and Mission, giving generously of our time and gifts. Furthermore, we are moving forward in a spirit of kindness, understanding and tolerance, caring for each other, modeling an open, transparent, and transformational love with Christ at our center.

Services and programs will include Sunday worship services that bear witness to Christian fellowship, love and grace through liturgy, scripture, music, sermon and prayer. We will nurture our pastoral care program supported by 64 Deacons and 20 Stephen Ministers as we continue our commitment to mentoring Resident Ministers, equipping them for pastoral leadership. One priority will be to increase active participation of all ages, especially welcoming youth, college age students, and families into the life of the church, while continuing to support numerous small-group ministries, vital adult education programs, and a diverse program of mission projects.

The practical adaptations and lessons learned from this past year will inform our decisions, guide our actions and make us better at all we hope to be and do in the years ahead.

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

Two significant events made the past few years challenging for FPCAA. First, were the events leading up to and following the departure of our Lead Pastor in October 2018. Then, COVID closed the church building in March 2020. Members of our congregation have experienced these events with grace and understanding. We continue to heal from these difficult circumstances, mindful of the needs of our wider community of faith. Resiliently, we have embraced a robust "virtual engagement" in worship, connection and service, creating improved accessibility and outreach. Amidst these historic challenges, FPCAA continues to demonstrate a deep commitment to the community beyond its church walls.



We have always taken seriously Jesus's instruction to care for the least among us. We actively work to spread God's love by working in partnership with local and international mission organizations, including hosting homeless men for the Rotating Shelter; serving homeless families at Alpha House; recovering food from the Big House for the Feeding Our Neighbors program; preparing meals at the Delonis Center; volunteering at Cass Community Social Services in Detroit; and renovating homes through Habitat for Humanity. We share our building with many community partners. Internationally, we support (financially and with working visits) interfaith education in Israel/Palestine, and communities in Nicaragua, the Philippines, Niger and Russia. We look to the future to expand our caring and outreach.

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

We are seeking a skilled leader to move us forward in this time of transition. FPCAA has an incredible team of pastors and staff who have led us to this point. Our members have embraced our challenges. We have thrived, not just survived, during this double threat of pastoral change and pandemic. We have used this time for significant self-study and analysis. A leader who recognizes and coordinates the efforts of this team will have the support of a committed and engaged membership. Inspiring preaching will be vital and is foundational to the worship experience that keeps our congregation engaged. Skilled administration and team building will be equally important. Humility, and the ability to recognize and foster the gifts of others, will be vital to our community of faith. Excellence in communication and agility in complex organizations will be important skills. We are eager to move forward into this time of growth and change.

Our Session/Personnel Committee have made great progress identifying policy and governance issues that contributed to our recent challenges. Their roles in management of our church have been revamped, revised and revitalized. This hard work will position the new Lead Pastor to guide this process to fruition.

Our Strategic Plan is the product of many months of prayerful discernment and collaborative engagement. This road map of our vision can become a reality. Our new Lead Pastor will help us to make God's love visible to the community we seek to serve.

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

FPCAA is seeking a Lead Pastor who demonstrates deep faith in Jesus Christ and the love of God. They are a person of integrity who possesses a mature, authentic spirituality grounded in knowledge of the scriptures and Reformed theology. The candidate should be an inspiring preacher who energizes and challenges listeners to live out their faith. We are also looking for an effective teacher who can inform, instruct, and engage our members in faith formation. Our large, complex church requires an able



administrator with strong organizational and interpersonal skills. We seek a Lead Pastor who shows initiative and decisiveness but is, above all, a collaborative leader.

This pastor's management style is humble, compassionate, and respectful of others and their viewpoints. This individual is a positive personality, an encouraging mentor who motivates and empowers staff to do their best work. The candidate should be both a talented communicator and an empathetic listener. This pastor is a mediator who can negotiate differences and develop a culture of mutual respect and accountability. This person relates well to all age groups but is especially comfortable interacting with young adults. They should be willing to engage with the university community, develop relationships with local faith leaders, and be an advocate for social justice. Our next pastor requires creativity, energy, and strategic vision as we seek to become a more accessible, inclusive, and diverse congregation.

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

The Lead Pastor will have responsibilities in the distinct areas of: church leadership, worship/preaching, and Christian education/nurture. This individual will lead FPCAA in its Mission and Vision by empowering the Church staff, Session and laity while directly supervising the Pastors, the Minister of Music & Fine Arts, the Interim Bridge Administrator, and Clerk of Session through active mentorship, professional development, and performance reviews. The Personnel Committee will work with the Lead Pastor, once in place, to determine future organizational structure.

This pastor will work with Session to: enhance FPCAA's financial health including managing its aging physical infrastructure while also growing its technology infrastructure; address matters of congregational governance and administration; and serve as Moderator of Session.

This individual will work with the pastors, music leaders, Resident Ministers and staff to plan and lead worship services collaboratively. They will lead worship, preach, teach, and administer the sacraments in a manner that encourages the spiritual growth of a congregation whose members have a diverse range of theological perspectives, political viewpoints, worship style preferences, and musical tastes.

This person will actively instruct church members, creating lifelong learning disciples. They will empower the congregation to the service of others by supporting local and international mission activities, and working with community leaders.



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)



***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.	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.
✓	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.
✓	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.
	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.	✓	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	
✓	<p>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.</p>
✓	<p>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.</p>
✓	<p>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.</p>
	<p>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</p>
	<p>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.</p>
	<p>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.</p>
	<p>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.</p>

***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 \$ 95,000 Maximum **Effective** Salary \$ 105,000

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 Rev. Rick Spalding

Address 39 Summer Street, Ipswich, MA 01938

Phone Numbers (413) 884-4502

Relation Former Interim Lead Pastor, First Presbyterian Church of Ann Arbor

E-mail Richard.Spalding@williams.edu

Name Dick Carlisle

Address 2212 Old Falls Drive, Ann Arbor, MI 48103

Phone Numbers (734) 649-8303

Relation Former Personnel Committee Chair, First Presbyterian Church of Ann Arbor

E-mail rcarlisle@cwaplan.com



Name Rev. Angelo Ryo
Address Kirk in the Hills, 1340 West Long Lake Road, Bloomfield Hills, MI 48302
Phone Numbers (847) 769-9973
Relation Resident Minister (2015-2017), FPCAA
E-mail revang@kirkinthehills.org

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

Name Tom Brandt
Address 21520 Tenny
City Dearborn State MI Zip Code 48124
Preferred Phone (734) 646-7181
Alternate Phone _____
E-mail Address for PNC Communications (required): tom@tombrandt.net

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature