PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION

100 WITHERSPOON STREET

LOUISVILLE, KY 40202-1396

Toll Free 1-888-728-7228 ext. 8550

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www.pcusa.org/clc

MINISTRY INFORMATION FORM

Ministry ID **20222**

Ministry Name **Venice Presbyterian Church**

Mailing Address **825 The Rialto**

City **Venice** State **Florida**  Code **34285**

Telephone Number **(941) 488-2258** Fax Number **(941) 485-1104**

Email **apnc@venicepres.org**

Web site **www.venicepres.org**

**Congregation or Organization Size (Select one)**

 Under 100 members

 101 - 250 members

 251 - 400 members

 401 - 650 members

 **X 651 - 1000 members**

 1001 - 1500 members

 More than 1500 members

 N/A

**Average Worship Attendance** **800 (1100 – winter; 500 – summer)**

**Church School Attendance 200+ adults in various discipleship groups; 20 youth; 10 children**

**Church School Curriculum** **varied**

 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)

\_\_\_\_\_ Hispanic Latino/Latina, Spanish

\_\_\_\_\_ Middle Eastern

 Native Hawaiian or Other Pacific Islander

 99% White

Other \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Presbytery **Peace River**  Synod  **South Atlantic**

**Community Type (select one)**

 College Rural Suburban

 Small City Town Urban

 Village \_\_\_\_\_\_\_Recreation **X** Retirement

 N/A

**Clerk of Session Contact Information:**

Name **Laurie Wright**

Address **825 The Rialto**

City **Venice** State **Florida** Zip Code **34285**

Preferred Phone **(941) 488-2258** E-mail **clerk@venicepres.org**

**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** |
|  | 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) |
| **First ordained call** | **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 PresbyterPresbytery Leader |  |  |
|  | Stated Clerk (Presbytery) |  |  |
|  | Synod Executive |  |  |
|  | Mid-Council Program Staff |  |  |

**You may also specify the position title (if appropriate)** \_\_\_\_\_\_

## \*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 \_\_\_\_\_\_ No X

## 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 X Yes \_\_\_\_\_\_ No**

**Mission Statement**

*What is your congregation’s or organization’s Mission Statement?*

**Mission: To Know Christ and Make Christ Known**

**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 for ministry is to glorify God as a disciple-making outpost of Kingdom vitality.**

**Our discipleship strategy is summarized by the verbs: connect, grow, and go.**

**Connect: through attentive hospitality and small groups, we are committed to building authentic Christian connections for disciples of all ages. In an area of many new residents and a growing number of Baby Boomer retirees, we are committed to helping people connect with God and others.**

**Grow: we are committed to life transformation, believing that spiritual growth is natural for every Christ-follower. To this end, we offer life-application messages, Bible studies, prayer groups, and intentional spiritual formation retreats.**

**Go: we believe the church is an equipping station, and are committed to sending our members as missionaries in our homes, neighborhoods, local community, and around the world. We share compassion in Jesus’ name so that all will know that He is Lord and embrace the fullness of life Jesus offers. We are known as a church with a passionate commitment to missions—through both financial support and hands-on involvement.**

1. How do you feel called to reach out to address the emerging needs of your community or constituency?
* **Southwest Florida is an attractive place for people to retire, offering gorgeous weather, pristine beaches, and year-round recreational opportunities. We energetically strive to redefine retirement, inviting individuals to find significant mission in life’s second half. We also envision VPC as a disciple-making outpost, sending seasonal residents back to share Kingdom vitality across North America.**
* **We intentionally nurture Christian community through small groups and mission teams, recognizing that many Venice-area residents have moved away from family and support networks up north.**
* **Health challenges and grief are major issues for an older population. VPC has built extensive care networks, anchored by our strong Stephen Ministry and Shepherd program.**
* **VPC cares for families with special needs. We welcome children with special needs to a monthly Buddy Break program; include special needs students in our youth ministries; and foster a relationship with a local community for adults with disabilities.**
* **Even with much affluence in our Florida paradise, poverty and homelessness are serious issues in Sarasota County. In addition to our dedicated partnerships with local ministries, VPC led the organization of a Family Promise chapter for transitional housing; we host an annual “Day For Hope” for at-risk students; and we have adopted Venice Elementary School, providing hundreds of shoes and school supplies for underprivileged children.**
1. How will this position help you to reach your vision and mission goals?

**VPC members love to worship together, value spiritual growth, and engage in mission. Many experience life-giving relationships with one another; yet we also recognize that many others—both year-round members and seasonal participants—could benefit from a deeper sense of Christian friendship with one another.**

* **We anticipate that the Associate Pastor will strengthen our front-door ministries of hospitality and new member assimilation, helping individuals find a sense of “home” in the VPC community.**
* **We joyfully expect that the Associate Pastor will lead the expansion and promotion of opportunities for people to build authentic connection with others through small groups and ministry teams.**
* **We trust that the Associate Pastor will help us develop VPC’s network of caring ministries, and will personally demonstrate the healing hope of Jesus to those who are hurting and lonely.**
* **We envision that the Associate Pastor will also lead the development of new ministries that provide support for people walking through painful life issues such as cancer, memory loss, addictions, or divorce.**

**Moreover, we pray that the Associate Pastor will beautifully complement the ministry team that God has been building to help VPC fulfill its vision of glorifying God as an outpost of Kingdom vitality.**

1. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
* **A deep personal commitment to Jesus Christ and His church and an evident desire to grow spiritually and nurture his/her own faith**
* **A teachable spirit and contagious energy**
* **A passion to help people of all ages find authentic connection and community in Christ**
* **A missional mindset that dreams of ministry possibilities not just for those who are already here, but also for those beyond the walls of the church**
* **A visionary person with strong organizational and administrative skills**
* **An enthusiastic learner who confidently embraces 21st century technology as we strive to be faithful in communicating God’s timeless Word in culturally relevant ways.**
* **Evangelical faith, supportive of VPC’s commitment to Biblical truth and the historic faith shared overwhelmingly by the Church across the globe**
* **Courage, boldness, and creativity to help envision and build models for ministry that relate to the Southwest Florida context.**
1. For what specific tasks, assignments, and programs areas will this person have responsibility?

**We are praying for a gifted Associate Pastor to join our highly dedicated and creative staff.**

**In addition to general pastoral responsibilities of worship and pastoral care, the Associate Pastor will be primarily responsible for leading the CONNECT dimension of our vision:**

* **Champion the importance of sharing life together in the Body of Christ.**
* **Ensure that all individuals who are part of VPC find a place of authentic connection with others.**
* **Connect with guests, and lead the process of visitor and new member connection**
* **Lead small group ministries, equip group leaders, and develop strategies for encouraging small group involvement and for deepening Christ-centered connection among small group participants**
* **Oversee VPC’s network of caring ministries.**
* **Development of new ministries of compassion that provide places of Christ-centered connection and healing.**

**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)

Church website: [www.venicepres.org](http://www.venicepres.org)

Teaching messages: Venice Presbyterian Church YouTube channel

Facebook: Venice Presbyterian Church

**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. |
|  | **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. | **X** | **Teacher** – **creates learning environments where students are active participants as individuals and as members of collaborative groups; designs lesson plans that teach concepts, facts, and theology; effectively uses multiple learning tools to reach a wide variety of learners; revises instructional strategies based upon ministry/organization context.** |
| **COMMUNICATION** |
| X | **Communicator** - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information. |  | **Bilingual** – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication. |
|  | **Public Communicator** - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect. |  | **Media Communicator:** Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.) |
|  | **Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.** |  |  |
| **ORGANIZATIONAL LEADERSHIP** |
|  | **Advisor** – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations. |  | **Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.** |
|  | **Contextualization** – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization. |  | **Culturally Proficient** – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings. |
|  | **Externally Aware -** identifies and keeps informed of the polity of the church and/or the organization; maintains current with laws, regulations, policies, procedures, trends, and developments both internally and in the larger society. |  | **Entrepreneurial -** leaders that are creative in using resources; identifies opportunities to develop; is willing to take risks, initiates actions that involve a deliberate risk to achieve a recognized benefit or advantage.  |
|  | **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/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. |  | **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 tosolicit 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 |
| **X** | **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. |  | **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. |
| **X** | **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.)

Minimum ***Effective*** Salary:  **$ 55,000** Maximum ***Effective*** Salary: $70,000

Housing Type  **Housing Allowance**

**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**

**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 Chuck Wiggins

Address 4365 State Road 776, Venice, FL 34293-0126

Phone Numbers (941) 493-0018

Relation Neighboring pastor of Trinity Presbyterian Church, Venice

E-mail pastorcjw49@yahoo.com

Name Graham Hart

Address 5600 Peace River Road, Northport, FL 34287

Phone Numbers (941) 426-8421

Peace River Presbytery – General Presbyter

E-mail graham@peaceriverpresbytery.org

Name Doug Pratt

Address 9751 Bonita Beach Rd., Bonita Springs, FL 32135

Phone Numbers (239) 992-3233

Relation Pastor, First Presbyterian Church, Bonita Springs (in VPC’s mission affinity group throught the Fellowship Community of Presbyterians)

E-mail dpratt@fpcbonita.org

**Associate Pastor Nominating Committee Chairperson:**

Name Dick Edmunds

Address 825 The Rialto

City Venice State FL Zip Code 34285

Preferred Phone (518) 409-2361

Alternate Phone (941) 488-2258

E-mail Address for PNC Communications (required): apnc@venicepres.org

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee Date

*Signature*

Clerk of Session Date

*Signature*

Presbytery Date

*Signature*