## 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**](http://www.pcusa.org/clc)

MINISTRY INFORMATION FORM

Ministry ID Ministry Name Our Savior Presbyterian

Mailing address 22530 240th Avenue City LeClaire State Iowa Zip Code 52753

Telephone Number 563-289-4959 Fax Number

Email OSPCoffice@gmail.com Web site www.oursaviorpresbyterian.com

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

Under 100 members

X 101 - 250 members

251 - 400 members

401 - 650 members

651 - 1000 members

1001 - 1500 members

More than 1500 members

N/A

## Average Worship Attendance 44\_

## Church School Attendance 10\_

**Church School Curriculum Parables of Jesus from Rose Publishing\_**

Check if certified as eligible for participation in the Seminary Debt Assistance Program

**Ethnic Composition Of Congregation** *(in whole %):*

*Enter the percentage of each racial ethnic component of your congregation.*

American Indian or Alaska Native

Asian

Black or African American (African Native, Caribbean)

Hispanic Latino/Latina, Spanish

Middle Eastern

Native Hawaiian or Other Pacific Islander

X White

Other

Presbytery Eastern Iowa Presbytery Synod Lakes and Prairies

**Community Type (select one)**

|  |  |  |
| --- | --- | --- |
| College | X Rural | X Suburban |
| Small City | Town | Urban |
| Village  N/A | Recreation | Retirement |

**Clerk of Session Contact Information:**

Name Suzy Venhorst Address 6230 Criswell

City Bettendorf State Ia Zip Code 52722 Preferred Phone 563-349-6205 Alternate Phone

E-mail OSPCoffice@gmail.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)***

|  |  |  |  |
| --- | --- | --- | --- |
| **Years of**  **Experience** | **Position Type** | **Years of**  **Experience** | **Position Type** |
| Open | Solo Pastor 2/3 position |  | 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)** \_\_\_\_\_\_

\***Employment Status**

Full Time 2/3 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 Certified Christian Educator**

**Certified Conflict Mediator**

**Interim Executive Presbyter Training Certified Business Administrator 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?

**Our mission is to reflect God’s love. Created and called by God, we seek to be led by the Holy Spirit and centered in 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.

**As members of Our Savior Presbyterian Church we believe that God sent his son, Jesus Christ into the world to be the revelation of his grace and the means of salvation for all.** **Therefore, as Christ’s followers, we strive to declare and live out the gospel in our worship, in our Sunday school and in our mission activities both near and far. We believe that biblical preaching, praising, teaching and learning need to be carried out daily by acting and doing. Guided by the Holy Spirit our goal is to offer opportunities for fellowship, for personal growth and service to others and to our God.**

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

Our church family is called to reach out to local needs in a variety of ways including:

* We provide a dinner for the Salvation Army several times per year for the Quad-city Area (we are located 5miles from Quad-cities, pop.471,551)
* A fall soup supper auction that is sponsored by our Deacons which provides a local community social engagement along with raising funds for local needs.
* A summer ice cream social to engage our local community and youth.
* We actively support local needs of financially stressed families through our Deacons group activities: Easter, Thanksgiving and Christmas baskets, and unique needs for financial support as they arise.
* We are engaged in several area Youth activities to develop our community relationships.
* Annual Community Women’s event

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

Our Church family anticipates help from our future pastor in:

- Encouraging spiritual growth

- Supporting outreach with our neighbors

- Bringing enthusiasm to encourage church family deeper engagement in opportunities for fellowship, personal

growth and service within our church family.

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

We would anticipate the individual called to our church would be able to:

- relate and be flexible with all ages and personalities of people

- communicate easily with clarity

- consensus builder – one who brings people together

- energetic and a self-starter

- honest and respectful

- someone who will be at home with rural Midwestern values and lifestyle

-someone who believes the bible is the inerrant word of God

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

* Lead worship and do special services
* Support church growth and sustainment
* Pastoral care of those in crisis or homebound
* Resource for teachers and youth group
* Moderate session and participate as a member of Presbytery
* Support and guide work of committees
* Maintain regular office hours

**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)

1. Monthly newsletter- contact us for newsletter
2. Web page – oursaviorpresbyterian.com
3. Facebook – oursaviorpresbyterianchurch
4. Local area- <http://quadcitieschamber.com/files/download/documents/ILLSIN_A1-A8_web.pdf>

# \*LEADERSHIP COMPETENCIES

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

|  |  |  |  |
| --- | --- | --- | --- |
| **THEOLOGICAL/SPIRITUAL INTERPRETER** | | | |
| X | **Compassionate –** having the ability to suffer with others; being motivated by others pain and is called into action as advocate; is motivated by caring for others while concurrently keeping the  organizational goals clearly in focus. |  | **Hopeful** – maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity. |
| X | **Preaching and Worship Leadership:** Is a consistently effective preacher and worship leader; is able to inspire from the pulpit; communicates a clear and consistent message through sermons that are carefully prepared and artfully delivered; projects the identity and character of the congregation through worship leadership presence. | 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** | | | |
|  | **Communicator** - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information. |  | **Bilingual** – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication. |
| X | **Public Communicator** - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective at addressing a variety of topics; can get messages across with the desired effect. |  | **Media Communicator:** Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.) |
| X | **Technologically Savvy -** the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry. |  |  |

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| --- | --- | --- | --- |
| **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. | X | **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. | X | **Strategy and Vision:** Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends accurately; is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies. |
|  | **Financial Manager** – deliver results by maximizing organizational effectiveness and sustainability through the best use of available financial resources; allocates and manages finances transparently; implements strategies to achieve operational efficiencies and value for money; puts in place rigorous and comprehensive  financial accountability systems. |  | **Funds Developer –** maintains the ability to solicit donations used to fund the budget of the organization; effectively expresses the needs for funds to potential donors; responsible for adding new potential donors to the organization's contact list; prepares statement of planned activities and enlists support for mission initiatives. |
| X | **Collaboration:** Has a natural orientation toward getting people to work together; shares wins and successes; fosters open dialogue; lets people finish and be responsible for their work; creates strong feelings of belonging among group members; is a  good judge of talent and can accurately assess the |  |  |

|  |  |  |  |
| --- | --- | --- | --- |
|  | strengths and limitations of others. |  |  |
| **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. |
|  | **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. | 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 $ 30,000 Maximum ***Effective*** Salary 42,000

Housing Type n/a Manse

yes Housing Allowance (part of salary)

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?

\_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 Pat Halverson Address Phone Numbers 563-285-9596 Relation Immediate past pastor E-mail p.halverson1951@yahoo.com

Name Will Jackson Address Phone Numbers 563-289-4959 Relation Current part time interim pastor E-mail OSPCoffice@gmail.com

Name Wayne Peach Address Presbytery support person Phone Numbers Relation Support person from Eastern Iowa Presbytery E-mail revpeach@yahoo.com

## \*Pastor Nominating Committee/Search Committee Chairperson/Mid-council Search Committee Co-Chairperson:

Name Tom Leiting or Dawn Hamilton

Address 844 Stonebridge Circle 22410 235th Street

City Eldridge, Iowa 52748 LeClaire, Iowa 52753

Preferred Phone 563-370-6485 563-349-7997

E-mail for PNC [tlleiting@gmail.com](mailto:tlleiting@gmail.com) [sunrisern@msn.com](mailto:sunrisern@msn.com)