



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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MINISTRY INFORMATION FORM

Ministry ID 00725

Ministry Name First Presbyterian Church of Colusa

Mailing Address P.O. Box 623

City Colusa State CA Zip Code 95932

Telephone Number (530)458-2802 Fax Number none

Email nhull@colusanet.com (Nancy Hull, secretary for PNC)

Web site https://www.colusapres.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 67 (2018)



***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>
first ordained call	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
	Head of Staff (supervised one teaching elder and other staff)		Executive Director
	Associate Pastor (Christian Education)		Director of Music (non-ordained)
	Associate Pastor (Youth)		Minister of Music (ordained)
	Associate Pastor (Other)		Mission Co-worker (International)
	Pastor (Church Planter, New Worshipping Community)		Christian Educator (Certified)
	Pastor (Transformation/Redevelopment)		Christian Educator (non-certified)
	Pastor Interim		Administrator
	Pastor (for a designated term)		Funds Developer
	Pastor (Other Temporary i.e., Supply, Student)		Finance Manager
	Pastor, yoked/parish		Media Specialist
	Co-pastor		Communicator
	Executive Pastor		Coordinator
	Evangelist or Mission Pastor		Youth Director (non-ordained)
	Bi-vocational/Tentmaker		Other
	Chaplain		
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyter/Executive Presbyter		
	Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) _____

***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 _____	Interim Executive Presbyter Training _____
Certified Christian Educator _____	Certified Business Administrator _____
Certified Conflict Mediator _____	Clinical Pastoral Education Training _____
Other _____	

Language Requirements

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

Statement of Faith Required Yes _____ No

Mission Statement

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

The mission of our church is to know Jesus Christ as the Savior and to make Him known to the world as we walk alongside one another in truth and love.



Question 1. What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.

Our vision is to follow Christ by being a congregation united by the Spirit, a congregation that values people above all. We seek to be a congregation that is equipped and empowered to reach out to our community in ways that are only possible through the love and power of Christ.

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

We feel called to show the love of Jesus to our community. We do this by hosting the Hand Up meals to the hungry and homeless, offering the Celebrate Recovery Program, and providing midweek programs for children and youth. Our church family has traditionally been a very caring and loving church. We pray for each other; we make meals for each other; we drive people to medical appointments; we provide funds to people in times of need; we fellowship together in Bible studies and small groups; and we have a fellowship gathering following each worship service.

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

We seek a pastor who can lead our congregation to a deeper understanding of Scripture through Biblical teaching that applies to our lives, while personally growing spiritually. We want someone who can connect with our congregation, regardless of member's age or life situation. Goals we need help with include further developing our children's and youth programs, small group Bible studies, and making Jesus known in our community. Pastoral counseling and ministry to those who are ill or imprisoned is important. If married, we hope the spouse will be involved with the church. We have experienced discord in the past, and if future disagreements arise we need someone who can guide us in maintaining harmony while resolving issues.

Our mission statement calls us to be an open, inclusive church, welcoming to everyone and we want them to know our church as a place they are welcome to come to seek God or spiritual guidance. Colusa is a small city, so it is important for a pastor to live here and get to know the community, not just the congregation. Our pastor should be able to meet needs that arise in the community, as during past traumatic events. We want to foster ecumenical ties with the other churches.

We seek a pastor who will work collaboratively with Session, in partnership, but who recognizes Session's role as a decision-making body. We are open to new ideas and seek pastoral leadership and guidance, but we want to maintain the authority of Session to govern the church.



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

We desire a pastor who shows faithfulness of purpose and spiritual grounding. One who demonstrates integrity by walking the walk, not just talking the talk. Someone who is led by Jesus Christ, who is seen as trustworthy and authentic. A person who nurtures a rich spiritual life. A consistently effective preacher and worship leader with the ability to inspire from the pulpit who is also at ease when speaking in a variety of settings and on a variety of topics. A pastor who is approachable and has a sense of humor. Someone who is willing to turn to others for counsel and guidance when needed. One who is willing and able to coach others. An individual who has genuine empathy for others' situations, pain, and sorrow while keeping the congregational goals clearly in focus. Someone who has the desire and ability to build authentic relationships, inside and outside the church. Someone who engages people, executes plans and delivers results. Someone who leads the church toward unity, who works to connect people of different cultures, worldviews and theological positions. Someone who can also help people to see a way through the chaos and the complexity of life. An individual that has the ability to adapt behavior and work methods to new information, changing conditions, and unexpected obstacles. A Pastor who also remains open to new ideas and approaches. Someone who can thrive in a rural farming community and will take advantage of the many unique opportunities available here.

Question 5: For What specific tasks, assignments, and programs areas will this person have responsibility?

As a solo pastor, this person would be responsible for leading worship, preaching, and nurturing our congregation.

This person will be expected to collaborate with staff, Elders, Deacons and commissions for planning and organizing activities which will help our church thrive.

The pastor will nurture and care for the congregation through counseling individuals and visiting members of the congregation. This pastor will support the congregation with existing programs and activities and be a part of developing, and creating new opportunities for children, youth and adults.

With sensitivity to the Holy Spirit's leading, this person will recognize the gifts of our congregation and be able to inspire us to share the love of Christ within our community.



***LEADERSHIP COMPETENCIES**

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

THEOLOGICAL/SPIRITUAL INTERPRETER	
X	<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>
X	<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>
X	<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>
X	<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>
X	<p>Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
X	<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

X	<p>Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.</p>	<p>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.</p>
	<p>Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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.</p>	<p>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.</p>
	<p>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</p>	



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.	X Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
X	Motivator - Creates and sustains an organizational culture which permits others to provide the quality of service essential to high performance. Enables others to acquire the tools and support they need to perform well; and influences others toward a spirit of service and meaningful contributions to mission accomplishment.	Personal Resilience: Learns from adversity and failure; picks up on the need to change personal, interpersonal, and leadership behaviors; deals well with ambiguity; copes effectively with change; can decide and act without having the total picture; comfortably handles risk and uncertainty; seeks feedback; expresses personal regret when appropriate
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	X Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; and works concurrently on related and conflicting priorities without losing focus or attention.
	Self Differentiation: Demonstrates strong and appropriate personal boundaries in relationships; has a healthy appreciation of self, without being egotistical; is emotionally mature; can maintain a less- anxious presence in the midst of turmoil; is not overly dependent upon outside affirmation; works to build a strong personal support system.	

***COMPENSATION AND HOUSING:** *A range is needed for matching purposes. The maximum salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensation considered “effective salary” by the Board of Pensions of the PC (U.S.A.)*

See Effective Salary Definition at [Board of Pensions](#).

Minimum *Effective* Salary \$ 54,492

Maximum *Effective* Salary negotiable

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. Ron McHattie
Address 3031 Crestwood Way, Rocklin, CA 95765
Phone Numbers church (530)458-2802 cell (408)569-4204
Relation Transitional Pastor
E-mail ron.mchattie@gmail.com

Name Rev. Rick Hull
Address 7508 Chatsworth Circle Elk Grove, CA 95757
Phone Numbers 916-236-3664
Relation Presbytery Liason
E-mail wrhull@surewest.net



Name Pastor John Vafis
Address St. Stephen's Episcopal Church, P.O. Box 1044, Colusa, CA 95932
Phone Numbers church (530)458-2470 home (530)458-4243
Relation Pastor of St Stephen's and a member of the Hand Up Board of Directors
E-mail jvafis@citlink.net

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

Name Robert Harper
Address P.O. Box 856
City Colusa State CA Zip Code 95932
Preferred Phone (530)624-5098
Alternate Phone _____
E-mail Address for PNC Communications (required): bharper@chiconut.com

ENDORSEMENTS

Pastor Nominating Committee/ [Signature] Date 11-27-19
Search Committee _____
Signature

Clerk of Session Nancy Deakson Date 12-1-19
Signature

Presbytery [Signature] Date 5 Dec 2019
Signature