

Church Information Form (Part II)

Step 1 of 7

Church/Organization ID 03113

Church/Organization Name, City, State First Presbyterian Church of Ann Arbor, Ann Arbor, MI

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Young Adult) | <input type="checkbox"/> Church Educator (Non-ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Youth Director (Non-ordained) |
| <input checked="" type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (New Church Development/Fellowship) | <input type="checkbox"/> Church Business Administrator |
| <input type="checkbox"/> Pastor (Redevelopment/Transformation) | <input type="checkbox"/> Executive/Director |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> Director of Music (non-ordained) |
| <input type="checkbox"/> Pastor (Parish) | <input type="checkbox"/> College/Seminary Faculty |
| <input type="checkbox"/> Pastor (Shared Ministry) | <input type="checkbox"/> College/Seminary Staff |
| <input type="checkbox"/> Pastor (Supply) | <input type="checkbox"/> Mission Co-Worker (International) |
| <input type="checkbox"/> Executive Pastor | <input type="checkbox"/> General Assembly Staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Presbytery Program Staff |
| <input type="checkbox"/> Designated Pastor | <input type="checkbox"/> Synod Program Staff |
| <input type="checkbox"/> Mission Pastor | <input type="checkbox"/> Presbytery/Synod Stated Clerk |
| <input type="checkbox"/> Interim Pastor | <input type="checkbox"/> Presbytery/Synod Executive/Leader |
| <input type="checkbox"/> Interim Associate Pastor | <input type="checkbox"/> Presbytery/Synod Exec/Leader & SC (combined) |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Other |

Specify Title (if appropriate) _____

Employment Status

Full Time Part Time Open to Either

Years of Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Deadline date for this CIF, if any: _____

CIF (Part II) - Step 2 of 7

Is this a yoked congregation? No Yes (If yes, please complete the Yoked Congregation Details Form.)

CIF (Part II) - Step 3 of 7

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

“Our mission is to grow spiritually as disciples of Jesus Christ through worship, fellowship, mission, learning and prayer.” Reflective of a congregation-wide visioning process (Sep 2006), five key areas of strategic focus were identified. We have emphasized these areas and will continue to in the future.

- Faith Development: provide opportunities and encouragement for deepening spiritual life within our faith community.
- Worship: offer rich and varied worship opportunities that inspire worshippers to experience and respond to the joy of the Spirit.
- Connectedness and Belonging: create a diverse and welcoming community to foster a sense of belonging, where we care for and respect one another.
- Mission: raise awareness, increase passion for mission individually and through groups that complement existing diverse mission efforts, supporting new opportunities locally while maintaining international efforts.
- Targeted Ministries: support strong existing ministries such as music, children’s ministries, and international mission task forces, with particular emphasis on ministries involving youth, university students, and seniors.

FPC has completed a Self Study Report (Apr 2010) providing an in-depth view of our Church; results of the Study can be viewed at www.firstpresbyterian.org. The Study identified several emerging themes, which continue to affirm our mission and key areas of strategic focus.

Narrative Questions: *For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.*

Please write a brief description of your church/organization programs or accomplishments.

Our worship bears witness to Christian fellowship, love and grace. On Sunday, we offer three traditional worship services at 8, 9:30, and 11 a.m. and an informal service at 5:45 p.m. One service is broadcast on a local radio station and iPodcast. We have a reputation for excellence in preaching and music. Liturgy, scripture, music, sermon and prayer blend to create inspirational worship.

Diverse in age and economic background, we offer a welcoming fellowship. We are home to families, singles, and seniors drawn to Ann Arbor's quality of life. We provide on-site and financial support for diverse local and international mission work in Haiti, Philippines, Peru, Israel. Our pastoral care program is exceptional and comprehensive, including Stephen Ministry. Further, over seventy small group ministries have been formed around the life of the Church and the needs of the congregation.

A ten year Lilly Endowment grant funds three Residents in Ministry through 2011 with plans to continue the program. This program enables new seminary graduates to grow into ministry through working in all areas of the Church and mentoring by senior pastoral Staff.

We are a teaching Church and value education with classes for all ages on the Bible, social issues, and practical Christian living, including Kerygma and Christian Life Academy programs. Along with a thriving Sunday school, we are focusing efforts on mid and high school outreach and vital programs for campus and mature ministries.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

Uniquely situated at the crossroads of world class centers of learning, culture and religion, FPC is blessed with a wealth of teaching resources for all levels of Christian education. Excellent child and youth programs draw new members and the adult education program is enriched by university affiliates and their colleagues of many faiths.

Our membership is diverse with academics, professionals and many others from all walks of life. The congregation is composed of single individuals, families with children of all ages, empty nesters and many active retirees with immeasurable life and professional experience.

We are committed to mission as evidenced by a strong willingness to serve where needed from housing the homeless, feeding and clothing the needy, to providing homes, education, medical and dental care in developing countries.

We are good stewards of our building and property, devoting countless hours beautifying and repairing an aging structure. It is likely that someone from the church has the skills to complete any task.

Blessed with talents in all areas of the arts, our music ministry most notably includes vocal, instrumental and performance by all age groups. Our church is enhanced by visual art created by church members.

Members and friends of FPC benefit from the strong commitment of scores of individuals who provide meals, transportation, spiritual and emotional support to those in need.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

Poverty is always a concern. Michigan has suffered severely in the recent recession. The needs for shelter and food are exacerbated by loneliness, despair and hopelessness. Young people and families worry about their futures and feel alienated from current culture.

FPC takes seriously Christ's instruction to take care of the least of these. In the face of each university student who cuts through our hallways to get to class, the homeless man sleeping in our social hall, the family struggling after a job loss, or even a neighbor in need, we see an opportunity to share grace.

Specifically, we are present for ESL classes, a Parkinson's support group, the Stephen Ministry, the Interfaith Hospitality Network, the Rotating Shelter, and Helping Hands. We conduct Bible studies and mentoring for college students, cook and serve meals at the Delonis Center for the homeless, support Alpha House family shelter, knit for pediatric patients, and cook and drive for ill or grieving friends.

We support, financially and with working visits, a nursing school in Haiti, interfaith education in Israel/Palestine, and communities in the Philippines and Peru. Work groups have labored in Costa Rica as well as Detroit, Chicago, New Orleans, and Appalachia.

Faith is expressed in community, which starts here and extends around the world. We share our building with a Taiwanese church, a preschool and a Boy Scout troop. We embrace our community's rich multicultural and intellectual diversity.

CIF (Part II) - Step 4 of 7

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry liaison, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name Dave & Linda Gunderson
Address 1084 Danberry Lane, Birmingham, AL 35242-8501
Phone Numbers 205-980-6425 (home); 734-358-1967 (cell)
Relation recent former members
E-mail dgunderson2@gmail.com ; lgunderson2@gmail.com

Name Ruth Barnard
Address 2222 Faye Drive, Ann Arbor, MI 48103-3415
Phone Numbers 734-995-0281
Relation current member
E-mail rbarnard@umich.edu

Name Edward Koster
Address 3772 Bridle Pass Court
Phone Numbers 734-358-5403
Relation pastor/member/Clerk of Presbytery
E-mail ehkoster@aol.com

CIF (Part II) - Step 5 of 7

Position Description: For each section please limit your response to no more than 1500 characters including spaces and punctuation.

Major Responsibilities: For what specific tasks, assignments, and program areas will this person have responsibility?

LEADERSHIP – With a large staff and a heavily utilized facility, management of staff resources and finances is critical to execute the church’s mission. Through collaboration and partnership, this minister will lead and care for a staff of ordained ministers, program staff, and administrative/support staff. As a role model and mentor, she/he provides oversight for the Lilly Residents. Further, she/he will represent FPC in the community.

PREACHING – An ongoing commitment to inspiring and meaningful worship in the Reformed tradition with a desire to acknowledge and incorporate diversity in worship style preferences and musical tastes. She/he will be expected to have excellent presentation skills and a well-developed sense of the importance of liturgy and music in the worship experience.

MISSION – Support and encourage a diversity of local, national and international mission.

CHRISTIAN EDUCATION – The minister will be an educator who actively instructs and supports the church membership in its endeavor to serve and create learning disciplines from birth throughout life.

- A commitment to children’s ministry
- A commitment to youth ministry
- A commitment to campus ministry
- A commitment to adult education

CHRISTIAN NURTURE – The minister will help to create a culture of affirmation and civility among church members, church leaders, staff, visitors and friends of FPC. She/he will be expected to cultivate spiritual growth and discipleship through personal connection and warmth.

Description of characteristics and qualifications needed in a person who would fill this position.

- A person of deep personal faith in Jesus Christ and love of God.
- A skilled leader to energize and empower the church staff, session and laity.
- An inspiring preacher committed to spiritual growth.
- A worship leader receptive to new worship and music styles while valuing and respecting the present traditional style.
- A leader who articulates a vision for the congregation and leads the congregation towards its realization.
- A skilled communicator who can build a sense of belonging to and ownership of the congregation’s ministries.

- A leader who will empower the congregation in service to others.
- A leader who embodies our values in the local community.
- A leader who engages in and enjoys relationships with all ages.
- A person of integrity, warmth and a good sense of humor.

Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- Administration of Programs
- Adult Ministry
- Building Renovation/Property Development
- Choir Directing
- Community Ministries
- Conflict Management/Mediation Skills
- Congregational Fellowship
- Congregational Redevelopment/Revitalization
- Counseling
- Curriculum Building
- Development of New Educational Experiences
- Evaluation of Program and Staff
- Facility Management
- Financial Management
- Governing Body Ministry
- Hospital and Emergency Visitation
- Instrumental Music
- Leadership Development
- Leading Music Ministry
- Management of Building Usage
- New Church Development
- Older Adult Ministry
- Organizational Leadership and Development
- Pastoral Care
- Preaching
- Project Management
- Rural Ministry
- Small Membership Church Ministry
- Staffing/Human Resources
- Strategic Planning
- Training Volunteers
- Urban Ministry
- Youth Ministry

- Administrative Leadership
- Budget Preparation
- Children's Ministry
- Communication (Written/Oral)
- Community Service and Leadership
- Congregational Communication
- Congregational Home Visitation
- Corporate Worship/Sacraments
- Cross Cultural Collaboration/Cultural Proficiency
- Defining Program Needs
- Ecumenical and Interfaith Activities
- Evangelism
- Family Ministry
- Fund Raising
- Group Process Facilitation
- Information Technology
- Involvement in Mission Beyond Local Church
- Leadership of Staff/Volunteers
- Legal/Tax Matters
- Management of Equipment Resources
- Office Management
- Organization / Administration
- Parliamentary Expertise
- PCUSA Polity/Constitutional Knowledge
- Problem Solving/Decision Making
- Public Relations
- Scholarship/Publishing
- Spiritual Development
- Stewardship and Commitment Program
- Teaching
- Transitional/Interim Ministry
- Young Adult Ministry

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(USA).

Minimum **Effective** Salary \$ 100,000 Maximum **Effective** Salary negotiable

Housing Type Manse
 X Housing Allowance
 Open To Either
 Not Applicable (*For Non-pastoral Positions Only*)

Geographic Choices.

 X **Suggest individuals from anywhere in the United States** (or)

 Suggest individuals only from specific areas checked below:

- | | |
|-------------------------------|------------------------------------|
| <u> </u> Alabama | <u> </u> Alaska |
| <u> </u> Arkansas | <u> </u> Arizona |
| <u> </u> California | <u> </u> Colorado |
| <u> </u> Connecticut | <u> </u> District of Columbia |
| <u> </u> Delaware | <u> </u> Florida |
| <u> </u> Georgia | <u> </u> Hawaii |
| <u> </u> Idaho | <u> </u> Illinois |
| <u> </u> Indiana | <u> </u> Iowa |
| <u> </u> Kansas | <u> </u> Kentucky |
| <u> </u> Louisiana | <u> </u> Maine |
| <u> </u> Maryland | <u> </u> Massachusetts |
| <u> </u> Michigan | <u> </u> Minnesota |
| <u> </u> Mississippi | <u> </u> Missouri |
| <u> </u> Montana | <u> </u> Nebraska |
| <u> </u> North Carolina | <u> </u> North Dakota |
| <u> </u> New Hampshire | <u> </u> New Jersey |
| <u> </u> New Mexico | <u> </u> New York |
| <u> </u> Nevada | <u> </u> Ohio |
| <u> </u> Oklahoma | <u> </u> Oregon |
| <u> </u> Pennsylvania | <u> </u> Puerto Rico |
| <u> </u> Rhode Island | <u> </u> South Carolina |
| <u> </u> South Dakota | <u> </u> Tennessee |
| <u> </u> Texas | <u> </u> Utah |
| <u> </u> Vermont | <u> </u> Virginia |
| <u> </u> Washington | <u> </u> West Virginia |
| <u> </u> Wisconsin | <u> </u> Wyoming |
| <u> </u> x-International | |

CIF (Part II) - Step 6 of 7

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken (by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes

No

Each Pastor Nominating Committee is expected to undertake its search for a minister 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 affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes

No

CIF (Part II) - Step 7 of 7

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name _____ Rick Boothman _____
Address _____ 1213 Ferdon _____
City _____ Ann Arbor _____ State _____ MI _____ Zip Code _____ 48104 _____
Preferred Phone _____ 734-996-4276 _____
Alternate Phone _____ 734-764-4198 _____
FAX _____
E-mail Address for PNC Communications: _____ boothmanrichard@yahoo.com _____

Endorsements

Pastor Nominating Committee
or Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Committee on Ministry _____ Date _____
Signature

Rev. 9/2006

When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.