



**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 3290

Ministry Name First Presbyterian Church of Hastings, MI

Mailing Address 405 N M37 Highway

City Hastings State MI Zip Code 49058

Telephone Number 269-945-5463 Fax Number 269-945-4078

Email office@firstchurchhastings.org

Web site www.firstchurchhastings.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** Pre-Covid 139, Currently 75 in-person



**Church School Attendance** 21 \_\_\_\_\_

**Church School Curriculum: Pursue God Kids**

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

100 White

Other \_\_\_\_\_

Presbytery of Lake Michigan, Synod of the Covenant

**Community Type (select one)**

\_\_\_\_\_ College

\_\_\_\_\_ Rural

\_\_\_\_\_ Suburban

\_\_\_\_\_ Small City

X \_\_\_\_\_ Town

\_\_\_\_\_ Urban

\_\_\_\_\_ Village

\_\_\_\_\_ Recreation

\_\_\_\_\_ Retirement

\_\_\_\_\_ N/A

**Clerk of Session Contact Information:**

Name Cindy Preston

Address 314 S Park

City Hastings State MI Zip Code 49058

Preferred Phone 269-953-0051 Alternate Phone \_\_\_\_\_

E-mail cindy.preston@att.net 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>
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) 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):

<b>Interim/Transitional Ministry Training</b>	<input type="checkbox"/>	<b>Interim Executive Presbyter Training</b>	<input type="checkbox"/>
<b>Certified Christian Educator</b>	<input type="checkbox"/>	<b>Certified Business Administrator</b>	<input type="checkbox"/>
<b>Certified Conflict Mediator</b>	<input type="checkbox"/>	<b>Clinical Pastoral Education Training</b>	<input type="checkbox"/>
<b>Other</b>	<input type="text"/>		

**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="text"/> Other	

**Statement of Faith Required**  Yes                       No

**Mission Statement**

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

Share Jesus with our community and the world.



## 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. The First Presbyterian Church of Hastings, a Church for All Ages, tries to fulfill its mission statement through service. We reach out to help meet the needs of all portions of the local and nearby communities by providing support, Christian Education, and financial assistance, and by working with and/or supporting the multiple groups that are serving our community, some of which were initially established by our congregation but are now independent. Examples of this are Noah's Ark Preschool (which still occupies space in our building), Children of Barry County, Young Life in Hastings and Middleville, the "B" Bus ( a mobile library), and support of Southeastern Elementary. We reach beyond our local community with our annual mission trips – the youth to the Upper Peninsula where they have worked with Habitat for Humanity and built houses each year for 30 years, and our adult mission trip to Costa Rica where we provide medical support and care for the community living in Carpio.
2. How do you feel called to reach out to address the emerging needs of your community or constituency? Our congregation feels called to meet the needs of our local community through worship and by providing space to meet, grow and socialize. COVID has taught us the need to find alternative ways to worship and to keep our congregation close. We are fortunate that session agreed and provided the needed funds to upgrade our analog equipment to the digital era. We now have a weekly streaming service that enables our congregation to worship with us no matter where they are physically. Additionally, we aim to be a resource to answer the call of those in need throughout our congregation and our community. We provide partnership funding as well as hands on assistance and prayer. Supporting and increasing our youth and young family participation has become an emerging priority.
3. How will this position help you to reach your vision and mission goals? Our desire is that the next pastor of FPCH will help us to remain centered and grounded in God's abiding presence and in our worship of God. We desire the pastor to empower us, as well as model for us, in the selected competencies listed, and to encourage us to be better communicators, risk-takers, collaborators, agents of change and motivators. Such empowerment would allow each of us to become better ministers in the spiritual journey for the next chapter and season of the church. Our chosen pastor can help keep our mission before us in practical ways, continually leading and encouraging us. We would like our next pastor to represent our church and influence within our community, to be visible in local charitable organizations as well as being an ongoing community resource and mission partner, locally and beyond.



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

Our Pastor should:

- Recognize that he/she represents the church and be willing to be visible to our church family and community.
- Be a leader and motivator to staff and congregation, be flexible, approachable and a good communicator.
- Be able to set goals with church leadership and lead strategic planning for their implementation and be able to communicate these goals to staff and the congregation.
- Be comfortable around kids and know that children are an important part of our congregation and the future of the church.
- Be compassionate, honest, energetic and hard working.
- Have awareness of the varying needs of our congregation and the ability to listen and discern what is best for our church while still valuing our unique differences.

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

Our called pastor will:

- Plan the structure and design of a meaningful service that will glorify God, with input from the music team, recognize the different ages of the congregation, striving to utilize the different styles of music available and its impact on the service.
- Administer sacraments, and officiate at weddings and funerals.
- Provide pastoral care to the congregation and those seeking comfort and guidance.
- Be a mentor to staff and volunteers
- Work with the family ministry coordinator to grow and develop small group opportunities and to rebuild Christian education.
- Serve as moderator of Session and attend ministry meetings as needed. Assist with boards and committees, and train new church officers.
- Teach new members classes and sacrament classes as needed.
- Participate with Presbytery of Lake Michigan.

### 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)

[www.firstchurchhastings.org](http://www.firstchurchhastings.org)



**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
	<b>Compassionate</b> – 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.	<b>Hopeful</b> – 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	<b>Preaching and Worship Leadership:</b> 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.	<b>Spiritual Maturity:</b> 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.
	<b>Lifelong Learner</b> – 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.	<b>Teacher</b> – 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.
<b>COMMUNICATION</b>		
X	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
X	<b>Public Communicator</b> - 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.	<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



### ORGANIZATIONAL LEADERSHIP

	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	X	<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
X	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
	<b>Willingness to Engage Conflict:</b> 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.		<b>Decision Making:</b> 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	<b>Organizational Agility:</b> 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	<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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	<b>Collaboration:</b> 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.		





### **\*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: Bert Nelson \_\_\_\_\_  
Address: 437 S. Round Lake Drive Caledonia, MI 49316  
Phone: Numbers 616-891-8918  
Relation: Contract pastor/ mediator \_\_\_\_\_  
E-mail [fbertnelson@charter.net](mailto:fbertnelson@charter.net) \_\_\_\_\_

Name Jud Ross \_\_\_\_\_  
Address: 1919 Boston St SE Apt C 003 Grand Rapids, MI 49506  
Phone Numbers 616 288 6553 \_\_\_\_\_  
Relation: COM Representative \_\_\_\_\_  
E-mail: judandpeggyross@aol.com \_\_\_\_\_



Name Bruce Mulder \_\_\_\_\_  
Address 423 Alger St SE Grand Rapids, MI 49507 \_\_\_\_\_  
Phone Numbers (616)485-4340 (cell) or 269-945-5463 (church office) \_\_\_\_\_  
Relation \_Interim Pastor \_\_\_\_\_  
E-mail brucemulder1962@gmail.com \_\_\_\_\_

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

Name Dan Carpenter \_\_\_\_\_  
Address 2046 Smokedrift Trail \_\_\_\_\_  
City Hastings \_\_\_\_\_ State MI \_\_\_\_\_ Zip Code 49058 \_\_\_\_\_  
Preferred Phone 269 908 2388 \_\_\_\_\_  
Alternate Phone \_\_\_\_\_  
E-mail Address for PNC Communications [dcarpe3529@yahoo.com](mailto:dcarpe3529@yahoo.com) (PNC chair) or [cindy@hfhbarrycounty.org](mailto:cindy@hfhbarrycounty.org) (Digital Secretary)

**ENDORSEMENTS**

Pastor Nominating Committee/Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*