



**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 22029

Ministry Name First Presbyterian Church

Mailing Address 115 East Hancock Street

City Athens State Georgia Zip Code 30601

Telephone Number 706-543-4338 Fax Number 706-548-8953

Email fpcnc@firstpresathens.org

Web site www.firstpresathens.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 350



Church School Attendance 210

Church School Curriculum: Children: “Godly Play”

6th through 8th grade: “Re:Form”

9th grade:” Confirm not Conform” (Confirmation Class)

10th through 12th grade: Variety of Curricula

Adult Education: Self selected

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

 2 Asian

 1 Black or African American (African Native, Caribbean)

 1 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

96 White

Other _____

Presbytery: Northeast Georgia Presbytery Synod 315-472

Community Type (select one)

 College

 Rural

 Suburban

 Small City

 Town

 Urban

 Village

 Recreation

 Retirement

 N/A

Clerk of Session Contact Information:

Name Jerris Hayes

Address 1030 Broadlands Drive

City Watkinsville State Georgia Zip Code 30677

Preferred Phone 706-207-2318 Alternate Phone 706-769-6595 E-mail jhayesfirstpres@gmail.com FAX N/A



***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>
	Solo Pastor		General Assembly Staff
	Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)		Church Business Administrator
5+ years	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) Senior Pastor/Head of Staff

***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	<input type="checkbox"/>	Interim Executive Presbyter Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input type="checkbox"/>
Other	_____		

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="checkbox"/> Other _____	

Statement of Faith Required Yes No

Mission Statement

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

In response to God's grace, the mission of First Presbyterian Church is to create a community where people seek the truth of the Gospel of Jesus Christ, rejoice in worship, and go forth sharing the love of Christ with Athens 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.

Our vision for ministry is for the entire congregation to be called to practice spiritual generosity grounded in the fundamentals of worshipful praise, confession, and thanksgiving. Through our vibrant, living relationship with the Gospel we want to strengthen and support each other with the hope that we all will come to experience life, our own and our neighbor's, in the way God wants us to: in generous giving, in putting the good of others before our own interests, thankful of the beauty around us, and working to make the world better for our having lived in it. We want to practice these spiritual exercises without judgement and without sectarian or political partisanship.

We want to grow as a community that is spiritually, theologically, and intellectually nourished and nourishing. With respect for our traditions, reformed and ever reforming, through our fellowship in the ministries of music, congregational care, evangelism and outreach, we seek to be witnesses to the coming of God's kingdom on earth. With the resources at our disposal—our facilities, the strength of our fellowship, and the power of our faith—we are confident that our congregation will grow in numbers, in the span of its generations, in the diversity of its faces, and in the depth of its commitment to be an agent of positive change. Through the grace of God we are commissioned to do great things, and that is because we feel grounded in the love of Christ and ready for His call to serve others.



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

We have a long-standing commitment to outreach, a tradition our congregation is eager to continue and enlarge, and that means deepening our extant relationships with the Athens community as well as making new relationships with people who live around the world. With the recent expansion of our facilities, we are now host to many groups who find our downtown location welcoming and convenient. Our outreach commitments include, among many others, mission work in Honduras and Haiti. We as a congregation are excited to build on the work we have done and to share the bounty with which we have been blessed. Our eight-year olds all the way to octogenarians participate in outreach. We are training our hearts and minds to consider stewardship—to our church as well as to our extended community—an exercise and commitment we make daily, not just for a few weeks each year.

We believe that our congregation and members of the larger community enjoy a symbiotic relationship. Investing in the well-being of friends and strangers gives as its return our own spiritual health and well-being. Sharing our facilities has as its return an energized and more deeply committed congregation overflowing with creative ideas as to how else we may serve others. Making connections with those we do not know has as its return a congregation more committed to each other. In extending ourselves outwards, we feel we are building a stronger, more faithful, and more loving church community.



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

Ours is a church of many talents, goals, and ideas. The congregation has energy, creativity, and great willingness to work. The staff is excellent, motivated, and works together very well. One of the things we all talk about is stewardship and how we can live a life of stewardship in the widest sense of that word's meaning. We want to practice and live a congregational mindset of active and ongoing stewardship. What that means is instead of having "stewardship season" each fall, we would like to become better and more mindful stewards of our church all year round and in all its possible manifestations: stewards of our own church and its facilities, stewards of the programs we participate in, stewards of our history and the new paths we want to travel in the future, stewards for each other's wellbeing, for our community, and for the world our children will inherit. Stewardship has financial obligations, of course, but we want to practice it in the larger sense of experiencing all kinds of giving relationships with God and each other. The place of our minister in this dynamic is that she or he will be the steward to all the congregation's several hundred stewards, guiding and mentoring us, leading and listening, helping us to realize that with God's help, we may lead lives of service and giving.



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

First Presbyterian's Head of Staff must be an outstanding preacher whose sermons are insightful, learned, profound, and eloquent. We expect our minister's intellectual strengths to be as rich as the compassion and emotional generosity he or she has for members of the congregation. A successful Head of Staff will have a sense of purpose for the church and a clear vision of where it needs to be in five years, ten years, and beyond. While leading us with that vision, the minister infuses the staff, Session members, and the congregation with the inspiration to work together and contribute towards meeting these goals. Our minister promotes cooperation among all parties, is a trusted arbitrator in the daily workings of the church, and has the wisdom and spiritual maturity to know when to hold on to the reins to facilitate progress, as well as to know when to let go those reins to achieve these goals. We want our minister to approach challenges with a faith that is creative and adventurous, a faith that understands the benefits of humor, and a faith that has the confidence to believe that what we want to do can in fact be done. We expect our minister to possess many outstanding characteristics, but were we asked to encapsulate all we seek in only one phrase, we would say that our ideal minister cultivates and shares the beauty that is God's love in bringing our church and community closer to what God wants us to be.



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

In General: With God's inspiration, the Senior Pastor/Head of Staff will provide vision, spiritual leadership, and direction for the overall ministry, mission, and programs of the church.

Worship and Spiritual Development: Lead the church's worship life by serving as primary preacher and worship leader.

Pastoral Care: Together with staff, lay callers, and Stephen Ministers, participate in the provision of compassionate pastoral care to all members, especially in times of special need.

Strategic Vision: Lead the development and implementation of strategic and operational plans and major initiatives.

Head of Staff: Supervise, develop, and nurture a collegial and energetic team of ordained and non-ordained staff members. Support staff and commissions in the areas of education, evangelism, congregational care, mission, and fellowship.

Governance: Work with the Session in the governance of the church's affairs through service as the moderator of the Session. Maintain and foster relationships with the Northeast Georgia Presbytery and the PCUSA.

Finance: Work with the Session to manage the resources of the church in a fiscally responsible manner. Champion the church's stewardship initiatives that support balanced budgets and meet the financial obligations of our capital campaign.

Church Life: Actively participate in the life of the church while maintaining a healthy work-life balance.



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.firstpresathens.org
www.athensclarkecounty.com
www.uga.edu



***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
	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.)
	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 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.	X	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.	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.
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.	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 \$105,000 Maximum *Effective* Salary _____

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: The Reverend Hilary Shuford

Address: 186 Ben Burton Circle, Suite 100, Bogart, Ga. 30622

Phone Number: 706-353-2533

Relation: General Presbyter of the Northeast Georgia Presbytery

E-mail: gp@negapby.org

Name: Dr. Paul Baxley

Address: 355 Pulaski Street, Athens, Ga. 30601

Phone Number: 706-548-1359

Relation: Senior Pastor Neighboring Church

E-mail: paul@firstbaptistathens.org



Name: Reverend Mark Harper
Address: 1065 Gaines School Rd, Athens, GA 30605
Phone Number: 706-548-2756
Relation: Senior Pastor Neighboring Church
E-mail: mharper@covpresathens.org

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

Name: Lewis A. Hudgins
Address: 105 Oakmont Court
City: Winterville State: GA Zip Code: 30683
Preferred Phone: 706-202-2500
Alternate Phone: 706-202-2500
E-mail Address for PNC Communications (required): fpcpnc@firstpresathens.org

ENDORSEMENTS

Pastor Nominating Committee:

Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature