



**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: 03393

Ministry Name: First Presbyterian Church

Mailing Address: 659 State Street

City: Holland State: MI Zip Code: 49423

Telephone Number: (616) 392-9022 Fax Number:

Email: pnc.fpcholland@gmail.com

Web site: www.fpcholland.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



Preferred Phone _____ 616-610-1244 _____ Alternate Phone _____ 616-392-9022 _____

E-mail _____ klinestekerl@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
<u>5-10</u>	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?

- We are "Worshipping, serving and living, with a fresh vision of God's vibrant energy and grace for all."





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 is to provide a place for all who seek God's love and grace. We are an inclusive and affirming congregation. We seek to be a community of faith through service and belonging. Inclusivity is a key value of our congregation; our recent building campaign focused on accessibility. The covid pandemic has taught us the value of maintaining online spiritual growth and social opportunities for those who are unable or prefer not to attend events in person. Our youth are valued and included in our church's leadership, worship services, and congregational life from infancy to young adulthood. We value diverse families, including those that are blended, LGBTQ and have created "family" in other meaningful ways. We also seek to learn about ways to expand our diversity. We are committed to continue to engage in and support social justice issues in our community, particularly those identified by our Mission and Outreach Council.

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

In response to Jesus' command to love others as we love ourselves, First Presbyterian Church provides a mosaic of resources to both our congregation and our larger community.

For our congregation, we have identified the following as continuing priorities: rethinking and reshaping our programming related to Spiritual growth, Christian Education, and Support for members of all ages. In particular, we want to nurture the connections of our young families in our congregation, especially as they face challenging dynamics/schedules unique to their generation. We are also committed to continuing to support our excellent Worship and Arts Council so that we continue to provide meaningful, faithful, and creative worship services, both in-person and online.

Our Mission and Outreach Council is crucial in our effort to address the needs of our larger community by serving as a conduit between agencies and our congregation, acting as a clearing house for needs, and setting criteria for distributing funds. These partnerships focus on needs related to healthcare, food and housing security, and childcare. First Presbyterian Church also offers a home to organizations such as the Boy Scouts, AA, Al-Anon, and provides resources to refugee families and Holland's at-risk youth and teenagers. *Our congregation hopes to more effectively focus and align our support of these agencies with our current and future vision and mission.*



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

We seek a Senior Pastor candidate who is experienced and leads with integrity, courage, and compassion. This individual will guide our congregation in identifying a long-term, sustainable, and unifying vision and mission for our church family, putting our best resources to their best use, and then leading us in communicating and sharing our gifts in a way that sets us apart in the Holland community. This candidate will attend to the spiritual/emotional and physical care needs of our congregation and will lead us in retaining and acting upon the lessons we've learned during the covid pandemic. Our next Senior Pastor will be someone who leads us in worship and spiritual growth practices that are faithful, engaging, relevant, imaginative, and prophetic. This person will grow and nurture our faith, and they will provide leadership to our congregation and staff as we continue to discern *WHO* we are as a congregation and *HOW* we uniquely serve Holland.

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

For the position of Senior Pastor, First Presbyterian Church seeks an individual who demonstrates commitment to their calling to minister with "energy, intelligence, imagination, and love." They will demonstrate God's love and grace to all persons through consistent, compassionate pastoral care. They will be a person who is able to identify, communicate, and build consensus around our church's vision, mission, and programming goals. They will be an individual who values accountability, transparency, and discretion and who demonstrates self-awareness, collegiality, graciousness, and a healthy sense of humor. We expect that this person will manage their own time and workload effectively. We expect that they will be appreciative of and proficient in the ways that technology can enhance our congregation's functioning and relevance. We hope our next Senior Pastor will act with courage and conviction, especially as our congregation engages in consequential conversations and attends to matters of social and environmental justice. Of equal importance, we seek a candidate who attends to their own mental, physical, and spiritual health and therefore encourages the same for our church's staff and congregation.

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

- Supervise staff members; provide support and leadership to councils; moderate session; recruit, train and supervise volunteers
- Establish collaborative and supportive relationship with our associate pastor to divide responsibilities of pastoral duties to best utilize both pastors gifts and talents
 - Shared Pastoral Duties include (but are not limited to):



- Lead strategic planning and implementation of our vision/mission throughout our intergenerational programming and education.
- Preaching and worship planning
- Officiate weddings, funerals, and provide spiritual counseling.
- Provide pastoral care (including visitation) to those that are homebound, in hospitals, or care facilities

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)

FPCHOLLAND.ORG



***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.	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		
X	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. Would this be a requirement or just a hope for?
	Public Communicator - Demonstrates a comfortable ease when speaking in a variety of settings (both small and large groups); is effective	X Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)



	at addressing a variety of topics; can get messages across with the desired effect.		
	Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.		
ORGANIZATIONAL LEADERSHIP			
X	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.		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	X	Strategy and Vision: Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and trends



	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.		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
	Initiative: Demonstrates ambition is highly motivated; is action oriented and full of energy for	X	Flexibility - Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or



things seen as challenging; seizes opportunity; pushes self and others to achieve desired results.	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 \$60,000_____ Maximum **Effective** Salary \$80,000_____

Housing Type _____Manse

X_____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 REVEREND DOUG BROUWER

Address 17260 South St Holland, MI 49423

Phone Number 616-298-7773

Relation Active Non-Member/ Guest Preacher

E-mail douglas.brouwer@gmail.com

Name REVEREND JEN ADAMS

Address 15501 Port Sheldon St, West Olive, Mi 49460

Phone Numbers 616-990-5669

Relation Ministry partner, community member at large

E-mail Rev.jenadams@yahoo.com

Name REVEREND LINDA KNIERIEMEN

Address 703 Marylane Dr, Holland, Mi 49423

Phone Numbers 616-780-1899

Relation Former Head of Staff, First Presbyterian Church of Holland

E-mail revlindaholland@gmail.com

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



Name Cassandra Kregger

Address 760 W 32nd St

City Holland State Mi Zip Code 49423

Preferred Phone 616-298-4164

Alternate Phone _____

E-mail Address for PNC Communications (required): pnc.fpcholland@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Tim Richardson Co-chair Date 11/16/2021

Signature *TIM RICHARDSON*

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature

