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 20185

Ministry Name First Presbyterian Church

Mailing Address 175 Lake Hollingsworth Drive

City: Lakeland State: Florida Zip Code: 33801

Telephone Number: (863) 686-7187

Email: APFPCsearch@gmail.com

Web site: www.FPCLakeland.org

Congregation or Organization Size(Select one)

_ Under 100 members

_ 101 - 250 members

_ 251 - 400 members

_ 401 - 650 members

_ 651 - 1000 members

_X_ 1001 - 1500 members

_ More than 1500 members

_N_/A

Revised 3/2016

Average Worship Attendance 700

Church School Attendance 250

Church School Curriculum Varied by Age Group and Class Examples: Person of Jesus, Discipleship Essentials, Elementary: Dig In-Life of Jesus, CBR

_X_ 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)

2 Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_ Native Hawaiian or Other Pacific Islander

96 White

2 Other

Presbytery: Tampa Bay Presbytery Synod: Synod of South Atlantic

Community Type (select one)

College Rural Suburban

X Small City Town Urban

Village _____Recreation _____Retirement

N/A

Clerk of Session Contact Information:

Name: Brandt Merritt

Address: 1616 Sterling Drive

City: Lakeland State: FL Zip Code: 33813-1930

Preferred Phone: 863-838-1057

E-mail: bwmerritt@gmail.com

Revised 3/2016

*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)

Years of Experience	**Position Type**	**Years of Experience**	**Position Type**
	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)
Up to 2 Years	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		

Revised 3/2016

You may also specify the position title (if appropriate) Associate Pastor for Discipleship

***Employment Status**

X Full Time Part Time Open to Either

_____ Bi-vocational (able to provide employment through outside partnership)

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

Clergy Couple (Are you open to a clergy couple?) Yes _____ No X

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 X **Other** _____

Language Requirements

X 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 X **Yes** _____ **No**

Mission Statement

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

To Make and Mature Disciples for Jesus Christ

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CHURCH LEADERSHIP CONNECTION

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.

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

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

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

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

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)

Church website - https://FPCLakeland.org
City of Lakeland website - https://www.lakelandgov.net
Church Facebook - https://www.facebook.com/FPCLakeland
Church YouTube - https://www.youtube.com/c/FPCLakeland
Instagram and Twitter are both @FPCLakeland
Denominational church statistics report -
https://ogaapps.pcusa.org/api/report/20185

Revised 3/2016

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

The mission of FPC is, "To Make and Mature Disciples for Jesus Christ." The vision four-fold. ▪ Compelling Worship - We provide engaging worship environments that help people deeply connect to God. We offer

both traditional and contemporary services that include Bible-based teaching, prayer and music. FPC strives to inspire worship and awe in Christ through our Fine Arts Ministry, known for our frequent concerts and events.

- Irresistible Community - We nurture a growing church family with deep relationships, warm hospitality, and supportive environments. We have a thriving Older Adult Ministry, an active Youth and Children's Ministry, a growing Young Adult/College group, and Special Needs ministries to support both the individual and the family. We also have a strong Congregational Care ministry, including a full-time Ph.D. psychologist who provides counseling, preventative services, and instruction.
- Developing People - We activate the God-given potential in each person, uncovering their gifts and talents, equipping them to take Spirit-led action in our church and community. We have a newly formed Discipleship Essentials program, a church-wide Community Bible Reading plan, active men's and women's ministries with Bible-based studies, retreats and programs; and Wednesday and Sunday classes for all ages.
- Uncommon Impact - We create lasting impact, both locally and globally, motivated by God's mission of proclamation, compassion, and justice. We are actively involved in many local and global missions, organized by our Coordinator of Mission Ministries.

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

The greatest need in both our community and the world is Jesus, and we will always hold true to our mission to make and mature disciples for Christ. We seek to reach all generations. We invest in groups committed to justice and compassion, such as homeless shelters, farmworker ministries, and local schools and churches. Our congregation has also developed many grassroots ministries to address the various needs in our community. We also have set aside a fund within our congregation, the Good Samaritan Fund, that offers assistance to members experiencing hardship. Lakeland has grown into a college town, entrepreneurship hub, and a community with an excellent quality of life. We want to continue adapting to meet the needs of this diverse community that attracts both the young and the old. We are blessed with a generous congregation and strong stewardship of resources, a debt-free facility that we own, no unfunded capital projects, and an annual budget exceeding $2.5 million. This allows us freedom to provide technology updates and streaming services for those who are unable to attend. Beyond Lakeland, we are committed to mission partnership with the Presbytery of Tampa Bay, the PC(USA) and the Fellowship Community network of churches and leaders.

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

As Associate Pastor for Discipleship, this position is critical to fulfilling FPC's mission and vision. The Session has declared that our highest priority is to be in disciple-making. Our new pastor will develop, oversee, and participate in church ministries relating to discipleship. This person should be a unifying presence within the church, as the work in this position requires collaboration of the pastoral and support staffs, the Discipleship

Council, and other related committees. The new associate pastor will enable us to provide an irresistible, hospitable community to our members and visitors, and take an active role in developing the people of the congregation into spiritual maturity and active faith.

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

The new Associate Pastor of FPC must have a deep love for Jesus Christ and a faith that is reformed, orthodox, and evangelical. This person must have proven experience in discipling others and have demonstrated personal discipline in the areas of prayer and Bible Study. They will need to have absolute commitment to the Bible and teaching its truths as they have been passed down through our Reformed Tradition. In addition to the ability to teach and preach well in both large and small settings, they are someone who can collaborate well among people and committees of the church. They should be culturally proficient, relating easily to people of all ages and backgrounds, and possess sensitivity and empathy for the people they serve. They are responsible for promoting the spiritual development of congregants, possess a strong familiarity with discipleship materials, and demonstrate knowledge of current technology. Our associate pastor should have a spirit of self-motivation, exhibit strong organizational skills, and epitomize the qualities of a good role model.

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

Our Associate Pastor for Discipleship is accountable to Jesus Christ as Lord and Savior and to our senior pastor/head of staff. They are responsible for planning, conducting, and evaluating a comprehensive program in discipleship. They serve as the educational resource contact, developer, and advisor to the church leaders, service organizations, and committees under the Discipleship Council. They facilitate the new-member orientation process, recruit and train leaders and volunteers, as well as develop and oversee special projects such as summer camps, retreats and study seminars.

In addition, the new associate pastor assists the senior pastor in coordinating worship and assists and leads at both our traditional and contemporary worship services. They promote the spiritual development of members, perform pastoral counseling and visitation, teach both Sunday School and mid-week classes, and share responsibility for conducting funerals and weddings. Administratively, they participate in weekly staff meetings and monthly Session meetings, serve as the resource person for assigned councils, and oversee the Director of Children's Ministry, the Director of Student Life Ministries, and the Director of College and Young Adult Ministries.

Revised 3/2016

CHURCH LEADERSHIP CONNECTION

*LEADERSHIP COMPETENCIES

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

THEOLOGICAL/SPIRITUAL INTERPRETER			
	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	**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.	X	**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.		

Revised 3/2016

CHURCH LEADERSHIP CONNECTION

ORGANIZATIONAL LEADERSHIP			
	Advisor – an individual other 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.	X	**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.	X	**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 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.		**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.		

Revised 3/2016

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
X	**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 $54,403 Maximum ***Effective*** Salary $68,004

Housing Type Manse

X Housing Allowance

Open To Either (Manse or Housing Allowance)

Not Applicable *(For Non-pastoral Positions Only)*

Revised 3/2016

*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?

X 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: Tim Mitchell

Address: 719 North Massachusetts Avenue, Lakeland, FL 33801

Phone Numbers: 863-682-4544

Relation: Director of Parker Street Ministries (local non-profit)

E-mail: Tim@ParkerStreetMinistries.org

Name: Christin Masters

Address: 2316 Woodbine Avenue, Lakeland, FL 33803

Phone Numbers: 941-720-2628

Relation: Young Life Area Director of Polk County (local non-profit)

E-mail: Christin.Masters@gmail.com

Revised 3/2016

Name: Bill Mutz

Address: 228 S. Massachusetts Avenue, Lakeland, FL 33801

Phone Number: 863-698-1528

Relation: Mayor of Lakeland

E-mail: William.Mutz@Lakelandgov.net

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

Name: Kim Bowers

Address: 1134 Sugartree Dr N

City: Lakeland State: FL Zip Code: 33813

Preferred Phone: 863-602-4718

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

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Kim Bowers Date

Signature

Clerk of Session Brandt Merritt Date

Signature

Presbytery *Date*

Signature

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