

**Church Leadership Connection**  
The Call System for the Presbyterian Church (U.S.A.)

**Mif #: 09495.AFO**

**Ministry General Information**

<b>Ministry Number</b>	09495
<b>Ministry Name</b>	First Presbyterian Church
<b>Mailing Address</b>	200 Church Street Neenah, WI 54952
<b>Phone</b>	920-725-4391
<b>Fax</b>	920-725-7782
<b>E-Mail</b>	firstpresneenah@firstpresneenah.org
<b>WWW Address</b>	www.firstpresneenah.org
<b>Ministry Size</b>	401 - 650 members

<b>Ethnic Composition</b>	
	American Indian or Alaskan Native 2%
	Asian 1%
	White 97%

<b>Average Worship Attendance</b>	176
<b>Church School Attendance</b>	55
<b>Curriculum</b>	Young Children/Worship: Spark Lectionary PreK – 5th, CoLABorate 6th – 8th, Faith Discussions 9th – 12th; Adults: World Religions, Bible, Health/Wellne
<b>Yoked</b>	False
<b>Presbytery</b>	WINNEBAGO PRESBYTERY
<b>Synod</b>	SYNOD OF LAKES AND PRAIRIES
<b>Community Type</b>	Small City

Ten-year trend statistics of this church/organization [Show Statistics](#)

**Information about the position**

<b>Position:</b>	Associate Pastor (Other)
<b>Experience Required:</b>	No Experience
<b>Specific Title:</b>	Associate Pastor
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	
<b>Clergy Couples:</b>	

<b>Training/Certificate Requirements:</b>	
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<b>Other Training:</b>	
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<b>Brief Church Mission Statement:</b>	
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# Church Leadership Connection

## The Call System for the Presbyterian Church (U.S.A.)

LEARN about Christian faith through worship and study

- We praise and honor God through music, providing musical education for all groups.
- We create an educational environment for all to learn and grown in faith.
- We welcome new viewpoints into our discussions of faith through challenging sermons and by being open and honest as a congregation.

LOVE our neighbors as Jesus taught.

- We invite and welcome persons of any age, ability, race or ethnicity fully into the life of the church, recognizing and respecting all sexual orientations and gender identities.
- We nourish a sense of community and belonging through a range of weekly group activities for all ages.
- We organize support for church members in times of need and celebrate together in times of joy.

SERVE by God by serving others.

- We strive to make a tangible, positive impact worldwide through regular service projects and yearly mission trips for youth and adults.
- We commit our time and talent to the life of the church and toward the wellbeing of the community.
- We cherish ongoing traditions in the church while exploring new ways to show gratitude and generosity.

### **What is the congregation's or organization's vision for ministry:**

Three pillars make up the mission statement of First Presbyterian: Learn, Love and Serve. These are guiding principles for the entire congregation, and they lay the groundwork for the expectations and intention in our ministry.

We live out these pillars of this mission by reaching inward to the members of our congregation, their families and friends of our congregation, providing opportunities for ongoing education through open and honest discussions that both teach and challenge. We reach outward to the greater community in which we reside through hands-on ministry to welcome new viewpoints and provide positive impact through both service and celebration. The 'community' where we live out our vision for ministry extends beyond the confines of the city in which our congregation comes together each week. We partner with outside organizations regularly to ensure we are fostering connections beyond our walls.

We strive to be a congregation known for developing a culture of invitation to "any and all" in the same way that Jesus invited "any and all" – all ages, abilities, races, ethnicities, gender identities, sexual orientations, marital, veteran and employment statuses. We know in our collective hearts there is, in all of us, a desire to belong – to be part of a community filled with meaningful and regular connection. The simple phrase to "love our neighbor as Jesus taught" has helped us as we work toward being a positive life force in the hearts of the communities we serve.

### **How do you feel called to reach out to address the emerging needs of your community or constituency:**

We feel called to serve.

There is a phrase we have been using more and more in the past several years:

"We are the church."

This phrase has helped us look outside ourselves and realize we carry with us all the abilities, energy, and resources our community needs locally, nationally and even globally. The church itself, the building and all its accoutrements, is simply the place where we go to refuel so we can continue the ministry we have been called to share.

While this phrase guides our focus outward, we are careful to not overlook the needs within our family – our congregation. In the midst of a pandemic, our church family has come together to support one another in new ways we never imagined before. Despite not having spent one day inside the walls of our church building for an entire year, many members have shared they feel more connected to one another than they have felt before, and that bodes well for our future.

Externally, we align our financial gifts with our service work through our Mission and Outreach efforts by including spending at the local, national and global levels every year. We work toward meeting the needs of those who are underrepresented or marginalized both near and far, through hands-on ministry and financial grants from our endowment.

- We are an active congregation. We will continue building on the work we do, while also actively responding to the shifting needs of the ever-changing world in which we live.

### **How will this position help you to reach your vision and mission goals:**

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We look for an associate pastor who wants to grow with us in our faith, in our community, and in our connections - a leader who can help to organize our human and financial resources for the greatest shared impact and who will mobilize the many talents of our members and staff.

Our future associate pastor will help us reach our goals to learn, love, and serve through collaboration with our relatively new senior pastor. There is a goal to do less of what we've "always done" and more of what will energize, challenge and change our members and our community. Especially as it relates to our goals for Christian education we are looking for a person who will deepen our understanding and application of scripture.

Bidding farewell to a beloved associate pastor who retired after many years of devoted service is not easy. Relationships inside and outside our congregation had grown into a comfortable, and custom fit with our former associate pastor. We cherished him; he cherished us.

Still, the Holy Spirit has set something stirring inside us as a body – an openness to welcoming someone new who will make ministers of us all, members and staff alike. We long to bind ourselves even more strongly to one another, and, with those bonds strengthened, to turn outward and better serve our community and our world.

#### **Provide a description of the characteristics needed by the person who is open to being called to this congregation and or organization:**

We seek an outgoing person with a relaxed interpersonal style who is open to new approaches and encourages us to make decisions and figure things out for ourselves. Familiarity with multiple communication platforms, an ability to engage people through new technology, and a willingness to embrace evolving technologies is something we desire.

We see the following characteristics as essential:

**Compassionate Teacher:** They will envision and enable interactive learning environments. Motivated by empathy, they will adjust lessons to fit the learner. They will discern the hardships of others and use that information to be an advocate.

**Advisor and Ally:** They counsel congregants, especially youth, and build rapport as a trusted resource. They facilitate groups and build camaraderie. They will draw out individual's talents and create opportunities for everyone's gifts to complement one another.

**Adaptable Unifier:** They identify and appreciate people's differences, enabling them to make connections with groups and individuals. They will adapt to change as situations develop, evaluate available opportunities, and take action.

We have high expectations of our associate pastor, and we want them to have high expectations of us. We have an abundance of gifts for ministry and a desire to expand those gifts more fully, to give of ourselves more completely, as we LEARN, LOVE, and SERVE together in the name of Christ.

#### **What specific tasks, assignments, and program areas will this person have responsibility?**

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While the specific areas below identify the key focuses for this individual, we intend to tap into their personal strengths and how those would best apply to where we see the most benefit for the church. Our Senior Pastor is excited to collaborate with the person hired to assess where each is best suited.

### Christian Education

- Responsible for leading the Christian Education program, suggesting and using additional resources as deemed appropriate and effective.
- Work closely with the Christian Education Committee to design and coordinate activities and educational experiences for congregants of all ages.

### Youth Ministry

- Responsible for leading and partnering with the youth group advisors for the middle school and high school youth programs. This includes regular fellowship programming, conducting mission opportunities, fundraising as needed, and a yearly mission trip for the high schoolers.
- Share responsibility for the confirmation program with the Senior Pastor.

### Collaboration with Staff

- Work with our Senior Pastor to determine shared and individual areas of responsibility throughout the various roles in the church including mission, worship, committees, and informal groups.

Additional tasks and responsibilities can be found in the job description for the Associate Pastor which is available for review at [https://drive.google.com/file/d/12J5DPdNISZbVzQBvi\\_SWTOLxsU\\_kdlgf/view?usp=sharing](https://drive.google.com/file/d/12J5DPdNISZbVzQBvi_SWTOLxsU_kdlgf/view?usp=sharing)

### Optional Links:

<https://www.facebook.com/FirstPresNeenah/>

<http://www.neenah.org/downtown/business-list/>

<https://www.ci.neenah.wi.us/news/>

<https://www.cityofmenasha-wi.gov/>

<https://www.foxcities.org/>

<https://foxcitiespac.com/>

<https://www.foxcitiesgreenways.org/>

### Leadership Competencies:

Compassionate

Teacher

Public Communicator

Advisor

Organizational Agility

Collaboration

Interpersonal Engagement

Bridge Builder

Motivator

Flexibility

### Compensation and Housing: Cost of Living Calculator

**Minimum Effective Salary:** \$65,000

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**Housing Type:** Housing Allowance

**References:**

Name	Address	Phone Numbers	Relation	Email
Lisa Strandberg	325 12th Street Neenah, WI 54956	920-716-5802	20+ year congregation member, elder, Chair of Past	lstrand@tds.net
John Weyenberg	941 Midway Road Menasha, WI 54952	920-205-0318	Executive Director Habitat for Humanity Greater Fo	johnw@foxcitieshabitat.org
Laurie McCulloch	181 E North Water Street Ste 207 Neenah, WI 54956	920-284-7098	Liaison to the Commission on Ministry, Winnebago P	lmcculloch@new.rr.com

**Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?**

Yes

**Version Track Info: This MIF was last updated on 04/30/2021**

**Self-referral Contact Information**

<b>PNC:</b> Gina Glover	<b>Address</b> 860 5th Street Menasha, WI 54952
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