



**PRESBYTERIAN CHURCH (U.S.A.)
CHURCH LEADERSHIP CONNECTION
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LOUISVILLE, KY 40202-1396
Toll Free 1-888-728-7228 ext. 8550
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www.pcusa.org/clc**

MINISTRY INFORMATION FORM

Ministry ID 06326

Ministry Name **Venice Presbyterian Church**

Mailing Address P.O. Box 41

City Ross State Ohio Zip Code 45061

Telephone Number 513-738-7317 Fax Number 513-738-0456

Email churchoffice@thevenicechurch.com

Web site www.thevenicechurch.com

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



***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> |
|----------------------------|--|----------------------------|------------------------------------|
| 0-10 | 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) _____

***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?

The mission of the Venice Presbyterian Church is to be a compassionate and caring place where we profess our faith in God and Jesus Christ. We are called to be missionaries to each other, our community, and other organizations. We seek to attract younger members, and expand our multigenerational church through fellowship and love.



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.

For 195 years, the Venice Presbyterian Church has been a significant contributor to the Ross Community by spreading Christian love within our church family and our neighbors emphasizing community service and providing dedicated lay leadership.

Through our internal ministry, VPC has a traditional, but informal, worship service, vibrant music program, caring interactions, and Christian education. Our church family enjoys spending time with each other. We have weekly coffee hours, monthly pot luck lunches and dinners, Women's Circles, Women's Association, men's breakfasts, and a JOY (Just Older Youth) Group.

Our quality music program consists of a choir, pianist/organist and a choir director. The choir sings a new anthem every Sunday and leads us in traditional and contemporary hymns.

We are lifelong learners and Christian education is an important part of our church. We have an Adult Sunday School, Thursday Bible studies, youth group, and Junior Church.

Our goals include growing our church family, continuing and increasing our presence in Ross and beyond, and by being an "open door" and inclusive church community. We open our doors as a warm and welcoming house of worship and a meeting place for many organizations such as a community food pantry. We provide successful children's programs such as a vibrant 50 year-old Pre-School and a Vacation Bible School.

1378/1500



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

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

"We are called to be missionaries to each other, our community, and other organizations."

We accomplish this by ministering to our current congregation and reaching out to our community.

Ross has experienced continued growth due to our excellent public schools, safe family-oriented community, available undeveloped real estate, and our proximity to Cincinnati.

While our church is currently small but mighty, our congregation is aging and not attracting young families. We want to build a connection to young adults and families, and address their needs while still ministering to our current congregation. Building a larger youth group program may be key to bringing in new families.

We also have a significant population below the poverty line in Ross that we minister to as part of the RAMM (Ross and Morgan Ministries) program and our food pantry. Most of the people helped by these ministries do not attend our church. The same is true of most of the families who send their children to our pre-school. There is a great opportunity to make these communities feel welcome in our church.

1095/1500



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

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

Our new pastor, motivated by the Holy Spirit, will shepherd our flock and inspire us to share God's love and become even a more vibrant community of faith and purpose. The pastor will build on current strengths, and be a catalyst to discover new ways to engage all members, especially our youth. The pastor will help us find additional ways to extend our missions to our community and beyond.

Our pastor should be able to assess our past and current efforts at attracting a broader demographic, and if necessary, either improve upon or redirect those efforts in a positive manner.

Our pastor should guide us in change by providing strategies, visions, and direction for growth and outreach.

Our pastor should help members identify, develop, and use their spiritual gifts and talents as Christ's servants to assist in the growth of our congregation. This can be communicated through prayer, teaching, fellowship, and good works.

929/1500



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

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

Consistent with our Mission Statement, we seek an individual that can help us grow both internally and with our local community. We expect our minister to be a warm, compassionate, and friendly ambassador to and for our church family.

We seek a pastor who has:

- Excellent communication skills who can preach a sermon that will resonate with youth, working adults, and retirees and delivers sermons that have memorable concepts and phrases that will endure beyond the worship service.
- Extensive knowledge of the Scriptures with a contemporary interpretation that speaks across generations and brings relevance to our daily lives.
- The ability to apply traditional values of God, family, country, and land, through a lens of love and acceptance.
- An understanding of technology and modern communication methods.
- A strategy and vision of how to minister to an older congregation and attract a new younger demographic at the same time.
- Good management/leadership skills and who is results oriented. Someone who motivates others to take actions and serves the followers by providing the resources the congregation needs.
- The ability to build trust, maintain confidentiality, and be dependable.

1196/1500



NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

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

Responsibilities include, but not limited to the following:

- Plan all services including worship, baptisms, weddings, funerals and any other appropriate special occasions. The pastor will work with the worship committee, music department, and others who are necessary to achieve the above tasks.
- Provide pastoral care such as visiting the sick and shut-ins in health care facilities and their homes.
- Be available and provide confidential counseling for emotional and spiritual needs.
- Work with the youth director to enhance the youth program.
- Coordinate activities of both paid and unpaid staff.
- Provide oversight and coordination of Session committees and other boards.
- Be visible in the Ross community and represent the Venice Presbyterian Church to our local schools and organizations to make our church better known.
- All leadership tasks as found in the Book of Order.

884/1500



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)

| | |
|--------------------------|---|
| Our Church | https://www.thevenicechurch.com/ |
| Presbytery of Cincinnati | https://www.presbyteryofcincinnati.org/ |
| Ross Local Schools | http://www.rossrams.com/ |
| Ross Township | http://www.rosstwp.org/ |



***LEADERSHIP COMPETENCIES**

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

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



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. |
| X | 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 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. |
| | 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 |
| 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 \$ 47,000

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 Rick Fernandez

Address 2214 Central Drive Fairfield, Ohio 45014

Phone Numbers 513-738-1736

Relation Friend

E-mail ricklfernandez@icloud.com

Name Nancy Beckman

Address 2412 Queen Mary Lane Hamilton, Ohio 45013

Phone Numbers 513-207-2516

Relation Friend

E-mail _____



Name Mary Ann Jordan
Address 11701 Oxford Rd. Harrison, Ohio 45030
Phone Numbers 513-738-5260
Relation Friend
E-mail musicladyb24@zoomtown.com

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

Name Robert R. Rollins
Address 39 Hidden Creek Dr
City Oxford State OH Zip Code 45056
Preferred Phone 513-255-2779
Alternate Phone NA
E-mail Address for PNC Communications (required): rrollins82@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature