

Church Leadership Connection

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

P0203024

View Church Information Form – Part II

[<< Cancel and go back](#) | [Update Form](#)

CIF #: 03024.AD0

Church/Organization ID: 03024
Church/Organization Name: Southminster
City & State: Waukesha, WI

Position Details

Position to be Filled: Pastor (Head of Staff)	Experience Required/Desired: Desired
Employment Status: Full-time	Experience Level: First Ordained Call
Language Requirements: English	
Brief Church Mission Statement: <p>Our mission is to joyfully proclaim our faith in Jesus Christ, serve those in need, and be a welcoming spiritual community.</p> <p>Our vision is that in our gathering together and our sending out, we will reflect the life and ministry of Jesus Christ our Lord by encouraging each other to grow in faith; by serving in ways both large and small, in places both near and far; by identifying with the stranger and bringing light and healing where there is injustice and hurt, and by trusting that God will use our diverse gifts to create a rich community of faith.</p> <p>Our youth and young families will be engaged and nurtured as we invest in their future by providing worship and program opportunities.</p> <p>We will become a congregation in which each of us is comfortable discussing the Christian faith, our personal faith, and God’s church with anyone.</p> <p>Our congregation will continue to engage in mission within our community, country and abroad in a spirit of humility, respect and compassion.</p> <p>Our growth in numbers and spirit, with God’s help, will evolve as we celebrate and build on our diversity of thought and experience.</p> <p>We have spent two years re-developing our mission and vision and that process continues as we look ahead five years to the joyous celebration of our fiftieth anniversary, when we will have made</p>	

significant progress in our journey to achieve our vision.

Narrative Questions

Brief description of the church/organization's programs or accomplishments:

Almost 50 years ago, we began as a mission–daughter church. We are a mature congregation; those youngsters who started our church are now watching their grandchildren grow up. Our current membership is a broad mix of young families with children of all ages, empty nesters, and older adults. We are located in a residential area, difficult to locate, but with space to walk in the woods, tend a garden, play Frisbee, meditate, worship, and study.

At least 75% of our members are college–educated and among them are numerous current and retired faculty members of Carroll University, a vibrant Presbyterian institution of high education located in Waukesha.

We have experienced the heartache of relationships ruptured; pastoral relationships cut short, the death of several beloved charter members in recent years, and the loss of members as the result of conflict. We understand that living in community can create conflict but it doesn't need to be destructive.

We honor Presbyterian polity and participate in Presbytery activities. We respect Reform Theology but hold diverse interpretations of just what that means. We have high expectations for worship – music that leads, sermons that challenge, prayers that comfort. We appreciate worship that is joyful, enthusiastic, and inspirational. We do more than talk about mission – it's in our DNA.

Gifts, Skills and Experiences the congregation possesses to fulfill its mission:

Blessed with talented members with abundant skills and gifts, we have many rewarding personal experiences as we strive to do God's work and fulfill our mission.

We joyfully proclaim the Word spoken, sung, signed, danced, and shared.

Through our children and youth

- Sunday School
- Vacation Bible School
- Christmas Pageant
- Youth Musical
- Children's Sermon
- Special Family Programming

Through our musical programs

- Chancel Choir
- Bell Choirs
- Recorder Ensemble
- Youth Choir
- Children's Choir

We faithfully serve those in need whether they are sitting next to us in the pew or living far away.

In the church

- Deacons
- ROMEOS (Retired Old Men Eating Out)
- Prayer Chain
- Women of the Cloth (quilting group)
- Women's Circle

Locally

- Whittier School
- Hebron House
- ACAP of Waukesha
- Food Pantry
- Hope Center
- Loaves and Fishes

National/International

- Youth mission trips
- Support PCUSA organizations
- Build bridges in Guatemala
- Support PCUSA missionaries in Nicaragua and Russia

We are a welcoming Christian community serving each other and our neighborhood.

Within our congregation

- Evaluate our past (Congregational Life Survey, Task Forces, small group discussions)
- Plan for our future (Evangelism campaign, Session/Growth)
- Volunteer at Presbytery level
- Develop conflict management skills through training

Within our neighborhood

- Santa Lucia Festival
- Offer Vacation Bible School
- Friday night family movies
- Community garden

Key theological issues of the church and society that are reflected in the ministry of the congregation/organization:

The economic and ethnic makeup of our neighborhood has changed over the years to include more low-income families. The economic environment puts even greater pressure on the poor. Our responses: adopt a neighborhood school (read with children, supply warm clothes, help families in crisis); create a community garden on our property and invite our neighbors to plant and eat healthy, locally-grown produce.

As a nation we seem to be polarized along ideological lines over many important issues. This is true of churches as well. We have passed through hurtful conflict and the loss of long-time members. We are now doing the hard work of listening, learning, and healing. We are in a unique position to share our story with others.

Membership is declining in mainline Christian churches and the majority of those who remain are over 50. We are no different. Changing demographics bring new challenges; meeting the needs of our aging members while attracting younger members and families who will provide a sustainable future. We recently received a modest financial gift for developing an outreach to young families.

Tension arises when people hold different opinions and interpretations of the Christian faith. It would be easier if we held a simple, fixed concept. Creatively holding this tension within an accepting and supportive community can result in a broader, richer experience of being a Christian. We aspire to be a place where all are able to walk their faith journeys in good company.

References

Name	Address	Phone Numbers	Relation	Email
Greg Neel	1624 NE Hancock, Portland OR 97212	503-287-1289	Former Executive Presbyter, Presbytery of Milwaukee	grneel@gmail.com
Mary Steege	1443 Harrington Dr. Racine, WI 53405	262-634-0545	Long-Term Supply Pastor, Facilitator of Congregati	msteege@wi.rr.com
Keith Pierce	N37 W23415 Broken Hill Cir. S, Pewaukee, WI 53072	262-696-4514, 262-853-376	Member of Administrative Commission, PNC COM Liais	kpierce@e-s-i-consulting.com

Position Description

A. Major Responsibilities:

We seek a pastor who will provide a balanced ministry of preaching, teaching, and organizational leadership to enable the church to grow to its full potential in spiritual vitality and membership. Our pastor will plan and lead weekly worship services, as well as seasonal services, with the support of the Worship Committee. He or she will serve as Head of Staff, providing administrative leadership, and staff evaluations. Traditional responsibilities include moderating the Session, serving as a resource and providing support to committees and the Deacons, as well as participating in the larger Church through the Presbytery of Milwaukee. We will look to our new pastor to cultivate and develop leaders among church members so that much of the Lord's work in our church can be accomplished through them.

Provide educational leadership to all age groups, including Confirmation and Adult Studies, by setting the direction and participating in CE and Youth Ministry programs. Encourage participation, advise, and serve as a resource to the education committee and Sunday School staff.

This position is written for a pastor with interests and skills to address a wide range of responsibilities in our vibrant congregation. We also welcome and encourage clergy couples with the described skill set to self refer, and have the flexibility to increase the terms of call up to 1 ¼ time. Division of responsibilities between clergy couple partners will be developed as the opportunity arises.

B. Characteristics and qualifications needed

Our new pastor will be committed to the work of helping a changing congregation thrive and grow.

S/He will:

demonstrate strong communication and education skills with an enthusiasm for preaching the gospel in a life-transforming way;

work with, provide guidance, and support the Session in moving us toward the Church's goals, including the growth of our membership;

be an effective administrator with strong organizational skills, who leads with vision, employs collaborative leadership, motivates and supports the staff, oversees the church programs, and recognizes and encourages members' gifts and talents;

listen and relate to all age groups in a caring, warm and approachable way, and be able to share her/his faith in a way that is personal, compassionate, respectful of others and winsome.

Above all, we seek a pastor who will joyfully lead us in our faith journey as we grow spiritually as individuals and as a church family.

Primary Skill Choices

Desired:

Administrative Leadership
Conflict Management/Mediation Skills
Congregational Redevelopment / Transformation
Corporate Worship / Sacraments
Evangelism
Family Ministry
Organizational Leadership and Development
Pastoral Care

Compensation and Housing

Minimum Effective Salary: \$52,000

Maximum Effective Salary: \$60,000

Housing Type: Housing Allowance

Geographic Choices

Unlimited

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken(by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, or marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.)

See Also: Forms of Government G-10.0102n, G-11.0502d, G-13.0201b

For Clergy Positions

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes

Each Pastor Nominating Committee is expected to undertake its search for a minister 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 affirmed to the Presbytery Committee on Ministry its intention to follow the Form Of Government in this regard?

Yes

Pastor Nominating Committee/Search Committee Chairperson

Name: Donald Elliott	Full Address 753 Crestwood Dr. Waukesha, WI 53188
Preferred Phone 262-547-8539	Alternative Phone 262-352-7174
Fax	E-mail pnc@southminsterchurch.org

Status Information

Deadline date for this CIF: (none)

Approval Status:

Clerk of Session has approved it.

COM Chair has approved it.

CLC has approved it.

CIF Version Track Info

The initial version of this CIF was submitted by user P0203024 on 8/26/2011

The current version of this CIF was last updated by user clc00036 on 8/31/2011

CIF Approved by clc00036 on 8/31/2011 9:52:21 AM

Modify CIF

Copyright © 2011 [Presbyterian Church \(U.S.A.\)](http://www.pccusa.org)