



**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 #11386

Ministry Name Historic Franklin Presbyterian Church

Mailing Address P O Box 323

City Franklin State TN Zip Code 37065

Telephone Number 615-794-9094 Fax Number N/A

Email "hfpcpnc435@gmail.com"

Web site "www.historicfranklinpc.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

Average Worship Attendance 80 - 100



Church School Attendance 25 -30

Church School Curriculum The Present Word – Presbyterian Publishing. Most curriculums come from PCUSA, supplemented by other curriculums approved by our Christian Education Cmte.

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

1% Asian

_____ Black or African American (African Native, Caribbean)

_____ Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

99% White

Other _____

Presbytery Middle Tennessee _____ Synod Living Waters

Community Type (select one)

_____ College

_____ Rural

_____ Suburban

_____ Small City

x _____ Town

_____ Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name Christi Ensich

Address 1026 John Williams Rd

City Franklin State TN. Zip Code 37067

Preferred Phone 615-406-6338 Alternate Phone N/A

E-mail mcensch@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> |
|----------------------------|--|----------------------------|------------------------------------|
| 5 – 10 years | 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 | <input type="checkbox"/> Spanish | <input type="checkbox"/> Korean | <input type="checkbox"/> French |
| <input type="checkbox"/> Arabic | <input type="checkbox"/> Armenian | <input type="checkbox"/> Creole | <input type="checkbox"/> Portuguese |
| <input type="checkbox"/> Japanese | <input type="checkbox"/> Russian | <input type="checkbox"/> Swahili | <input type="checkbox"/> Burmese |
| <input type="checkbox"/> Cambodian | <input type="checkbox"/> Indonesian | <input type="checkbox"/> Laotian | <input type="checkbox"/> Thai |
| <input type="checkbox"/> Vietnamese | <input type="checkbox"/> Taiwanese | <input type="checkbox"/> Cantonese | <input type="checkbox"/> Mandarin Chinese |
| <input type="checkbox"/> Twi | <input type="checkbox"/> Sign Language | _____ | Other |

Statement of Faith Required Yes _____ No

Mission Statement

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

"As a family of faith, we glorify God through meaningful worship and reach out to others as disciples of Jesus".



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 loving God and neighbor. The congregation of Historic Franklin Presbyterian Church, as a family of faith, seeks to fulfill our mission to glorify God through meaningful worship and reaching out to others, as disciples of Jesus. We welcome all who seek peace, comfort, and instruction in the Word of the Lord. HFPC was chartered in 1992 and is committed to providing a downtown ministry. We welcome fresh ways to seek God through building relationships in the community and strengthening our mission and outreach.

Our core values focus on relationships, worship, mission and outreach. We want to grow spiritually, fully engaging our lay leadership. Our current education ministry to children, youth, and adults has very dedicated leaders; however, we aspire to a more robust Christian education program. We support local, national, and international charities; we aspire to a new paradigm that "re-frames" mission as important in building relationships, rather than simply completing projects. We support our core value of worship by implementing new ways to connect with our members and our community by sharing our faith stories, offering joint services with neighboring congregations, and adding contemplative worship services. Our budgets have demonstrated a commitment to missions; we aspire to a more robust Christian education program.

Our members look to the future with dedication and discernment, fulfilling our mission and expanding our relationships, worship, mission and outreach.

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

We feel called to live into Love...love of God and love of neighbor, both within and without our church.

There is an awareness within our congregation that while we have been involved in various mission outreach programs, our focus has been primarily inward. We believe the Spirit is quietly working, stirring hearts toward a new perspective, a fresh vision of vital ministry, empowered by the realization that outreach is not about completing projects, but about building relationships, connecting and finding unity through common purpose.



Relationships are the glue that has held our congregation together and empowered us to love, enjoy and support one another, despite differences. Because of the high value we place on relationships, the essence of our congregational “heart” is outreach to our neighbors through missions that will continue to promote genuine and lasting relationships, reflecting the love of Christ.

We are discerning our next steps, including:

- Creating opportunities for worship and fellowship between our church and the community to “get to know one another”
- Identifying where our gifts and passions intersect with needs in our church and the community, believing the Spirit will lead us to a vision of ministry, aligning passion with purpose, meeting needs, and bringing unity, healing and wholeness to all
- Changing the way we see mission, from a project-based lens to a relationship-building lens
- Addressing tangible need and deeper emotional and spiritual needs through faith formation opportunities for all

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

Our transition efforts have sought to crystallize a Vision statement that centers God in our midst, matching this statement with our Christian beliefs and our traditional culture. We conducted thoughtful foundational work that honestly assesses our current day commitments and defines our aspirational goals and objectives. These goals and objectives are specific, and our new minister can help us to move forward with enthusiasm and confidence by embracing our vision and mission, encouraging us and continuing to challenge us in a spirit of love toward the full realization of the Spirit's call for our church. We look to our new leader for inspiration, deep knowledge of theology, and a demonstrated ability to connect with others, building on tradition. We are a congregation eager to share our Vision within a vibrant and growing community in the heart of Franklin, Tennessee.

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

The minister we seek to call will:

- Foster positive long-term relationships with church members and provide compassionate support and spiritual care to members in need.
- Communicate effectively and passionately in providing spiritual and organizational leadership.
- Teach through worship, classes, and discipleship, sharing theological knowledge which will enable a deeper understanding of spiritual concepts and teachings.
- Champion the church’s Vision, Mission, and Core Values.



- Motivate members of the congregation and church leaders through spiritual guidance and leadership to further the church's mission of glorifying God through meaningful worship and reaching out to others as disciples of Jesus.
- Support church leadership in making effective short-term and long-term decisions while considering the spiritual and practical aspects of those decisions.
- Nurture the growth of the congregation.

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

- Guiding and moderating the Session.
- Offering regular sermons, based on Biblical teachings, at Sunday morning worship services and coordinating all aspects of worship services with the music director. Oversee or possibly provide a children's sermon during the Sunday morning services. If approved by the Session at a future date, conducting two Sunday morning services.
- Coordinating Lay Ministries and providing guidance, suggestions, and encouragement.
- Teaching a Sunday School Class, which may be requested at any level of the Christian Education program.
- Guiding the Pastoral Care process and being mindful of the pastoral needs of the congregation.
- Attending Presbytery meetings or designating a substitute.
- Serving as a respected leader who is committed to the health of the congregation and helping to discern the direction for living God's word within our community.
- Working closely with the Church Staff to coordinate scheduling needs that he/she is expected to perform, such as celebrations of Marriage, and conducting Funerals, Baptisms, Confirmations, or Communion.
- Posting a regular pastoral message that can offer home bound members a spiritual connection.
- Meeting with members who may have an acute need when pastoral care is urgently needed.
- Networking with other spiritual leaders to foster inter-congregational relationships, and heighten the visibility of Historic Franklin Presbyterian Church.



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)

www.franklintn.gov/government

www.wcs.edu

www.historicfranklinpc.org

www.fssd.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. | X |
| | 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. | 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. |
| | | 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. |
| | 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. | |



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. |
| X | 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. | X | 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. | |
| 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 |
| | 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 \$ 55,000_____

Maximum *Effective* Salary \$70,000_____

Housing Type N/A Manse

 Yes Housing Allowance

 N/A Open To Either (Manse or Housing Allowance)

 N/A 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 Warner R. Durnell _____

Address 157 Jefferson Square, Nashville, TN 37215 _____

Phone Numbers 615-200-4132 (cell) _____

Relation N/A _____

E-mail Warnerdurnell@gmail.com _____

Name Dr. Bill Bryant, D.D. _____

Address 7155 Crystal Springs Road, Franklin, TN. 37062 _____

Phone Numbers 615-336-7530 (Cell); 615-799-9827 (Home) _____

Relation N/A _____

E-mail "bbryant123@aol.com" _____



Name Rev. David Sawyer _____
Address 5344 Main Street, Spring Hill, TN. 37174 _____
Phone Numbers 931-486-2642 _____
Relation N/A _____
E-mail "revdsawyer@bellsouth.net" _____

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

Name Debra Van Derveer _____
Address 1404 Franklin Road _____
City Brentwood _____ State TN _____ Zip Code 37027 _____
Preferred Phone 615-969-4156 (Cell) _____
Alternate Phone 615-936-0018 (Work) _____
E-mail Address for PNC Communications (required): "hfpcpnc435@gmail.com" _____

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee Debra VanDerveer _____ Date 03/25/19 _____
Signature

Clerk of Session Christi Ensich _____ Date 03/25/19 _____
Signature

Presbytery _____ Date _____
Signature