



Rev. 6/2006

PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION  
100 WITHERSPOON STREET – MEZZANINE  
LOUISVILLE, KY 40202-1396  
Toll Free 1-888-728-7228 ext. 8550  
Fax # (502) 569-5870 or (502) 569-8748  
Web Address: <http://www.pcusa.org/clc/>

## Church Information Form (Part I) Step 1 of 5

Church/Organization ID: 06515

Church/Organization Name: First Presbyterian Church of Findlay, Ohio

Mailing Address: 2330 South Main Street

City: Findlay

State: Ohio

Zip Code: 45840

Telephone Number: 419-423-2112

Fax Number: 419-423-2113

Email : info@FindlayFPC.org

www Address: www.FindlayFPC.org

## Step 2 of 5

Church 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: 300

Church School Attendance: 506

Church School Curriculum: Age appropriate from Pre-school through Adult education Programs.

## CIF (Part I) - Step 3 of 5

### Ethnic Composition Of Congregation (in %):

Enter the percentage of each racial ethnic component of your congregation.

< 1% African American  
 +99% Caucasian  
 Chinese  
 Hispanic Mexican/Central American  
 Hispanic Puerto Rican  
 Japanese  
 Korean  
 Native American  
 Taiwanese  
 < 1% Other Asian  
 Other

## CIF (Part I) - Step 4 of 5

Presbytery: Maumee Valley Presbytery

Synod: Synod of the Covenant

### Community Type (select one)

Rural                       Village                       Town  
 Small City                       Suburban                       Urban  
 Inner City                       College                       Recreation  
 Retirement                       N/A

## CIF (Part I) - Step 5 of 5

### Clerk of Session Details:

Name: Peggy Lobb

Address: 2643 Hollybrook Drive

City: Findlay    State: Ohio    Zip Code: 45840

Preferred Phone: 419-423-1279                      Alternate Phone \_\_\_\_\_

E-mail: [bplobb@aol.com](mailto:bplobb@aol.com)

FAX \_\_\_\_\_

# Church Information Form (Part II) Step 1 of 7

Church/Organization ID: 06515

Church/Organization: First Presbyterian Church of Findlay, Ohio

**Position To Be Filled** (select one)

- |   |   |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Minister of Music (ordained)                                       |
| <input type="checkbox"/> Associate Pastor (Youth)               | <input type="checkbox"/> Mission Pastor   |
| <input type="checkbox"/> Associate Pastor (Young Adult)         | <input type="checkbox"/> Pastor-parish  |
| <input type="checkbox"/> Associate Pastor (Other)               | <input type="checkbox"/> Pastor (Solo)  |
| <input type="checkbox"/> Campus Minister                        | <input checked="" type="checkbox"/> Pastor (Head of Staff)                                  |
| <input type="checkbox"/> Chaplain                               | <input type="checkbox"/> Pastor (New Church Development/Fellowship)                         |
| <input type="checkbox"/> Christian Educator (non-ordained)      | <input type="checkbox"/> Pastor (Redevelopment/Transformation)                              |
| <input type="checkbox"/> College/Seminary faculty               | <input type="checkbox"/> Pastor-shared ministry (between a church and another organization) |
| <input type="checkbox"/> College/Seminary staff                 | <input type="checkbox"/> Pastor (Tentmaker/Part-time)                                       |
| <input type="checkbox"/> Co-Pastor                              | <input type="checkbox"/> Pastor (Yoked field)   |
| <input type="checkbox"/> Designated Pastor                      | <input type="checkbox"/> Pastoral Counselor   |
| <input type="checkbox"/> Director of Music (non-ordained)       | <input type="checkbox"/> Presbytery/Synod executive   |
| <input type="checkbox"/> Executive Pastor                       | <input type="checkbox"/> Presbytery/Synod program staff                                     |
| <input type="checkbox"/> Interim Associate Pastor               | <input type="checkbox"/> Presbytery/Synod Stated Clerk                                      |
| <input type="checkbox"/> Interim Ministry (Governing Body)      | <input type="checkbox"/> Youth Director (Non-ordained)                                      |
| <input type="checkbox"/> Interim Pastor                         |   |

Specify Title (if appropriate): Senior Pastor

**Specify whether experience in the specified position is “Required” or “Desired”.**

Required                       Desired

**Employment Status**

Full Time                       Part Time                       Open to Either

**Years of Experience Desired**

First Ordained Call                       less than 2 years                       2 years or more  
 4 years or more                       6 years or more                       8 years

or more

**Language Requirements**

English                       Spanish                       Korean                       Mandarin  
Chinese  
 Japanese                       Cantonese                       Taiwanese                       Other

Deadline date for this CIF, if any:

## CIF (Part II) - Step 2 of 7

Is this a yoked congregation?      X\_\_\_No      \_\_\_\_\_Yes (If yes, please complete the Yoked Congregation Details Form.)

## CIF (Part II) - Step 3 of 7

**Brief Church Mission Statement:** *Please limit your response to no more than 1500 characters including spaces and punctuation.*

Our Church Mission Statement below was created in May 2000 and was reaffirmed in the Fall of 2007.

*We are an active open community of Christians seeking to know and glorify God, nurturing all people and sharing Christ's love and teachings.*

Our church seeks to glorify God through worship, service and study. We are God centered and Bible focused. We are open and inclusive, as we seek a fuller understanding of God's mission for us.

**Narrative Questions:** *For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.*

**Please write a brief description of your church/organization programs or accomplishments.**

We provide numerous programs to serve the needs of all members at every stage of their lives. During our church school hour, there are many educational opportunities for both youth and adults. Our Youth Ministry engages our youth with numerous activities and regular meetings throughout the year. Our Music program includes members of all ages in a wide variety of musical experiences that are very positive in both quality and spiritual content.

Our members actively go out into the world as living examples of the love of our Lord Jesus Christ. Our church feeds the hungry through bi-monthly food distributions and a monthly community dinner outreach. We support the less fortunate through our active involvement with CHOPIN Hall (Christians Helping Other People in Need) and the HCCH (Hancock Christian Clearing House) which helps people with financial assistance for basic food and shelter. Both groups were founded primarily through our members' efforts. The HCCH coordinates the efforts of 44 churches in this ministry.

Our lay members eagerly apply their gifts to our Christian ministry through participation in Stephen Ministry, Health and Prayer Ministry, Presbyterian Women's groups and many other groups for both service and fellowship. Our church facility is in constant use to serve the community needs through our Nursery School Program, Youth Theatre, Boy Scouts, Living Through Loss, and our Concert Series that attracts a wide variety of musical events.

**Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.**

Our strongest assets are the devotion and talents of our individual members. We are blessed with persons who possess a wide array of skills ranging from music to computers to landscaping to entrepreneurship to public service. We have many professional occupations represented within the congregation and these individuals are willing to serve as needed. Beyond church-sponsored activities, many of our members are leaders in all facets of the community.

Our internal ministries are equally varied and range from a highly regarded adult education program that deals with many religious and societal hot potato issues to small special topic groups to several weekly Bible study groups. We are a Stephen Ministry congregation with active youth and health ministries. Our music program includes chancel, youth, rhythm and bell choirs.

In 2005, our congregation completed a capital project that brought our total building capacity to 62,000 square feet---a project that dramatically extended our outreach by making our facility available to the community. There are now more than 50 community organizations that use our facilities on either a regular or a periodic basis. By actual count, they use our building 2,233 hours per year/84 hours per week. For example, we host Al-Anon, Depression Support Alliance, Japanese Children's groups, Girl Scouts, Boy Scouts, Arts Partnership, Youth Theater, Cub Scouts, Mothers and More, Interdenominational Bible Study, a 4-H club and Head Start Policy Council.

**What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?**

As followers of Jesus, we are called to reach out to our members and our community. We endeavor to do so, and continue to pursue mission in many ways as outlined in other areas of our CIF. Our church has been in existence since 1830. We have weathered controversies, a church fire which destroyed our building on December 27, 1951 and changes in leadership. Our theology has been grounded in the Bible, and we continue to struggle with the direction to which God calls us. Yet, we persevere, trusting in the love and compassion of our Lord, Jesus Christ, and in the power and truth of the Holy Spirit.

We recognize that God loves everyone. We are committed to mission. Our facility is used extensively by the congregation and the community for all manner of activities. We provide seminars in Fellowship Hall to bring theological relevance to today's societal concerns. We minister to members of all ages in a variety of ways, as well as the community.

We endeavor to welcome all persons to our congregation. We struggle with the same issues being discussed at the national level of the PCUSA. We recognize the need to grow our membership, even as mainline denominations continue to decline. We seek a leader to guide us on this journey.

## CIF (Part II) - Step 4 of 7

### References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry Liaison person, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name: Rev. William Reist  
Address: College First Church of God, Findlay, Ohio  
Phone Numbers: 419-422-7365  
Relation: Neighboring church  
E-mail: [wreist@collegefirst.org](mailto:wreist@collegefirst.org)

Name: Rev. Todd Frail  
Address: St. Andrews Methodist Church, Findlay, Ohio  
Phone Numbers: 419-422-4845  
Relation: Neighboring church  
E-mail: [tfrail@saumcfindlay.org](mailto:tfrail@saumcfindlay.org)

Name: Don Loving  
Address: Lay Minister  
Phone Numbers: 419-618-0495  
Relation: Former part time lay minister  
E-mail: [donaldloving@sbcglobal.net](mailto:donaldloving@sbcglobal.net)

## CIF (Part II) - Step 5 of 7

**Position Description:** *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

***Major Responsibilities: For what specific tasks, assignments, and program areas will this person have responsibility?***

We are seeking a pastor who will serve as head of an experienced staff that is currently comprised of five full-time persons (including an Associate Pastor) and four part-time persons.

Leading worship services and offering excellent sermons are certainly at the highest rung on our expectation ladder. After that come the following equally important responsibilities of excellent administrative skills along with a desire to communicate openly with everyone, including our governing boards, committees and the general membership.

We want to grow our membership and seek a pastor who not only shares our desire but has some effective ideas to help us accomplish our goal. We expect our pastor to be comfortable as an ambassador for our church in the local community.

We need our new pastor to be a strong supporter of the youth program which is currently led by two very capable staff members.

Our new pastor should be comfortable with and knowledgeable of our church's financial picture. We have a \$1 million annual budget and a foundation worth almost \$5 million. Our recent building addition project of \$6.4 million leaves us with a note of approximately \$1.9 million that needs to be re-financed or otherwise addressed in 2009.

***Description of characteristics and qualifications needed in a person who would fill this position.***

Our church family seeks a visionary leader to guide us by words and actions and to engage our congregation in expressing its faith through gifts and service. Strengths should include excellent written and oral communication, administrative leadership and strategic planning skills. A creative and resourceful problem-solver who can provide oversight to the business aspects of the church is a must. We look for candidates meeting the minimum qualification of a master's degree and at least 6 years of head pastor experience in a medium to large church.

Our ideal Senior Pastor will:

Be a gifted preacher who can effectively communicate God's Word to our congregation.

Be responsible for the spiritual guidance and oversight of the entire congregation and will be able to relate to all age groups through involvement and support of church activities.

Retain a big picture view while being aware of details within the church.

Have demonstrated leadership skills in a growing church setting.

Guide the church members to responsible biblical giving through stewardship development.

Be able to recognize, negotiate and resolve conflict within our membership.

Establish a vision and direction with member involvement that will take us to the next level of growth through increased membership.

Recognize the potential of a committee driven church that will inspire and empower our congregation to serve the Lord and the church through ministry.



**Compensation And Housing. A range is needed for matching purposes. The maximum salary is not published anywhere. (Effective salary is compensation plus housing.)**

Minimum **Effective** Salary: \$65,000 Maximum **Effective** Salary: \$95,000

Housing Type                   Manse  
                                  Housing Allowance  
                                        Open To Either  
                                        Not Applicable (*For Diversified Positions Only*)

**Geographic Choices.**

**Unlimited**            (or)

**Suggest Individuals From Specific Areas Checked Below:**

<u>      </u> Alabama	<u>      </u> Alaska
<u>      </u> Arkansas	<u>      </u> Arizona
<u>      </u> California	<u>      </u> Colorado
<u>      </u> Connecticut	<u>      </u> District of Columbia
<u>      </u> Delaware	<u>      </u> Florida
<u>      </u> Georgia	<u>      </u> Hawaii
<u>      </u> Idaho	<u>      </u> Illinois
<u>      </u> Indiana	<u>      </u> Iowa
<u>      </u> Kansas	<u>      </u> Kentucky
<u>      </u> Louisiana	<u>      </u> Maine
<u>      </u> Maryland	<u>      </u> Massachusetts
<u>      </u> Michigan	<u>      </u> Minnesota
<u>      </u> Mississippi	<u>      </u> Missouri
<u>      </u> Montana	<u>      </u> Nebraska
<u>      </u> North Carolina	<u>      </u> North Dakota
<u>      </u> New Hampshire	<u>      </u> New Jersey
<u>      </u> New Mexico	<u>      </u> New York
<u>      </u> Nevada	<u>      </u> Ohio
<u>      </u> Oklahoma	<u>      </u> Oregon
<u>      </u> Pennsylvania	<u>      </u> Puerto Rico
<u>      </u> Rhode Island	<u>      </u> South Carolina
<u>      </u> South Dakota	<u>      </u> Tennessee
<u>      </u> Texas	<u>      </u> Utah
<u>      </u> Vermont	<u>      </u> Virginia
<u>      </u> Washington	<u>      </u> West Virginia
<u>      </u> Wisconsin	<u>      </u> Wyoming

## CIF (Part II) - Step 6 of 7

### 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, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

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

No

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

No

# CIF (Part II) - Step 7 of 7

## Pastor Nominating Committee/Search Committee Chairperson Detail:

Name: Jim Wilkins, Co-Chair

Address: 1901 Windsor Place

City: Findlay Ohio

State: Ohio

Zip Code: 45840

Preferred Phone: 419-423-3959

Alternate Phone: Susan Russel, Co-Chair, 419-420-9512 or 419-421-2638

FAX \_\_\_\_\_

E-mail Address for PNC Communications: FindlayFPC@yahoo.com

## Endorsements

Pastor Nominating Committee

or Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Committee on Ministry \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Rev. 9/2006

**When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.**