



**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: 06469

Ministry Name: Fairmont Presbyterian Church

Mailing Address: 3705 Far Hills Ave.

City: Dayton State: Ohio Zip Code: 45429

Telephone Number: (937) 299-3539 Fax Number: (937) 299-5974

Email: Office@FairmontChurch.org

Website: www.FairmontChurch.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: 150

Church School Attendance: 43



Church School Curriculum: Feasting on the Word and Growing in Grace and Gratitude

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

 1 Black or African American (African Native, Caribbean)

 2 Hispanic Latino/Latina, Spanish

_____ Middle Eastern

_____ Native Hawaiian or Other Pacific Islander

 96 White

Other _____

Presbytery: Presbytery of the Miami Valley

Synod: Covenant

Community Type (select one)

_____ College

_____ Rural

 X Suburban

_____ Small City

_____ Town

_____ Urban

_____ Village

_____ Recreation

_____ Retirement

_____ N/A

Clerk of Session Contact Information:

Name: Kerri Miles

Address: 3705 Far Hills Avenue

City: Kettering

State: Ohio

Zip Code: 45429

Preferred Phone: (937) 299-3539

Alternate Phone: N/A

E-mail: kerrim1234@aol.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>
	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)
<u>2-5 years</u>	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): Associate Pastor for Community Care and Christian Formation

***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	<input type="checkbox"/>	Interim Executive Presbyterian Training	<input type="checkbox"/>
Certified Christian Educator	<input type="checkbox"/>	Certified Business Administrator	<input type="checkbox"/>
Certified Conflict Mediator	<input type="checkbox"/>	Clinical Pastoral Education Training	<input checked="" type="checkbox"/>
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	<input type="checkbox"/>	<input type="checkbox"/> Other

Statement of Faith Required Yes No

Mission Statement

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

Fairmont Presbyterian Church nurtures and guides people to live inspired lives in order to love God and one another.



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.

We fulfill our mission:

- With all our hearts by sharing Christ's invitation to belong in community with all people and grow into ever deeper relationships with God and one another.

We do this through hospitality, a generous and welcoming orthodoxy and casual and formal worship services. We focus on living and loving together in Christ over winning arguments.

- With all our minds through learning the story of God and how the stories of our lives fit into the greater story of God's people. We share God's story with everyone as we seek to learn each person's story.

We do this through our focus on Christian formation unfolding in our adult education classes, adult and young adult small groups, women's circles, children's ministries, youth groups, a young mother's group, young family gatherings, Bible studies, contemplative prayer circles and a lavish vacation Bible school.

- With all our strength by serving our community together and participating in the practices of Christian discipleship.

We do this through work with children and families in need in our community. We organize events on issues such as the opioid epidemic. We partner with Kennedy Elementary School, the Daybreak Center for runaway youth, the Artemis Center for victims of domestic violence, etc. We strive to nurture the spiritual gifts of our members and help them to share those gifts both in and outside the congregation.

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

- Fairmont is dedicated to serving our community. The church recognizes three emerging needs in our neighborhood: economic insecurity of families and children, an aging population and young adults in need of community.



- a. Economic insecurities for families and children in our community are addressed through a successful Mission Beyond the Congregation Team, Deacons, Women of Fairmont and Youth Group. We partner with local agencies both financially and through hands-on work projects. The organizations we support combat homelessness, domestic violence, hunger and poverty.
 - b. Kettering's aging population benefits from our community fellowship groups, end of life planning, bereavement support and Spiritual Caregivers.
 - c. The Christian Formation Team is actively building communities for young adults.
- In addition to organized Fairmont activities, we also provide meeting space for many local organizations, such as AA, OA, Musica, Dayton Opera choir and Scouts. A complete list is available upon request.
3. How will this position help you to reach your vision and mission goals?
- Our associate pastor will work with staff and congregation to fulfill Fairmont's mission. They will continue and further enhance the Christian practices of hospitality, mutual care and community service at Fairmont.
 - Our Associate Pastor will lead with energy, creativity, humor and passion. This work will require hands on involvement in mission/outreach, teaching all ages and engaging the sometimes hidden gifts of our members. Our associate pastor will challenge us on many levels to be what God calls us to be as a church and as His disciples.
4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization.
- Exuberant personal faith in Jesus Christ as Lord and Savior
 - Commitment to the historic doctrines of the Christian Church
 - Effective communicator and teacher
 - Active listener
 - Energetic, organized and attentive to organizational accountability
 - Self-differentiated and appropriately boundaried
 - Caring and empathetic
 - Proactive in self-care and professional development
 - Strong motivator
 - Experience serving in caring ministries or professions
5. For what specific tasks, assignments, and programs areas will this person have responsibility?

Leadership—*Modeling accountability to our mission*



- Develop the Christian practices of hospitality, mutual care and community service in the congregation

Preaching—*Sharing the story of God*

- Share biblically-based sermons at least once each month
- Share in leading weekly and other special worship services with the Pastor
- Share in leading wedding and funeral services with the Pastor

Teaching—*Sharing the story of God and our stories*

- Guide, inspire and equip the Christian formation ministries
- Create and implement thriving ministries of Christian formation
- Nurture and guide members of all ages in their own processes of Christian formation

Congregational Care—*Sharing Christ's invitation to belong*

- Along with the Pastor, support congregants when they are in need of pastoral care
- Organize and equip our caring ministries, nurturing pastoral care through the Board of Deacons and Spiritual Caregivers
- Engage in conversation with and extend invitation to visitors and inquirers

Community Care—*Serving our community together and participating in the practices of Christian discipleship*

- Guide, inspire and equip members of Fairmont to serve beyond the congregation
- Participate directly in the mission activities of Fairmont in service beyond the congregation
- Share and model practices of Christian discipleship with the congregation

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)

<http://fairmontchurch.org/>

<https://www.facebook.com/Fairmont-Presbyterian-Church-Kettering-OH-107162259307301/>

<https://www.ketteringoh.org/residents/>

<http://www.mcoho.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.	X
		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		
	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.
X	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.
	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.		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		
	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.	X 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 \$ 53,000 Maximum *Effective* Salary \$ 61,000

Housing Type Manse
 X 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: Reverend Judith Barr

Address: 2704 North Kings Arm Circle, Centerville, OH 45440

Phone Numbers: 479-426-2266

Relation: Former COM Liaison

E-mail: Judith.Barr1@gmail.com

Name: Katie Chevalier

Address: 185 NE 1001 Rd., Knob Noster, MO 65336

Phone Numbers: 660-631-9033

Relation: Former Member

E-mail: katieorpatrick@hotmail.com



Address: 201 Loetscher Place (Apt 122), Princeton, NJ 08540

Phone Numbers: 937-602-7896

Relation: Former Member/Candidate for ordination under care

E-mail: susan.brasier@ptsem.edu

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

Name: Danielle Rhubarb

Address: 2075 Richfield Drive

City: Kettering State: Ohio Zip Code: 45420

Preferred Phone: 937-299-3539

Alternate Phone: N/A

E-mail Address for PNC Communications (required): Danielle.rhubart@gmail.com

ENDORSEMENTS

Pastor Nominating Committee/

Search Committee *Danielle C. Rhubarb* Date 11/21/17
Signature

Clerk of Session *Kevin Mills* Date 11/21/17
Signature

Presbytery _____ Date _____
Signature