Ministry Profile Information

Church Mission/Vision Statement

Seeking and serving Christ, we are a place for growing Christians. We hope that all who attend worship feel welcomed, cared for, and encouraged to explore their relationship with Christ and our community. Our traditions, rooted in a 160+ year history of worship in Saginaw, continue to feel like home for families who have been attending for generations, new members, and visitors seeking a traditional worship service.

Second Presbyterian Church follows Christ's commandment in John 13, which states that others will know we are His disciples, if we have love for one another. We care for each other through our fellowship, for our community through our monthly mission focus, and for the children in our congregation through Christian education opportunities. As a congregation, we care for the spiritual, intellectual, and emotional well-being of one another and celebrate one another's unique gifts and the ways they can strengthen our church. Above all, we hope that our work in Christ's name affirms God's love for all creation.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

Responsibilities for the Pastor/Head of Staff of Second Presbyterian Church include:

- Lead worship, including weekly sermons, that inspire the spiritual life of congregation members
- Moderate Session meetings and encourage ruling elders to lead in ways that glorify God through the sharing of their gifts
- Serve as the Head of Staff, fostering supportive relationships and healthy communication between staff members, and between staff and the congregation
- Walk with members of the congregation in need of pastoral care, by conducting hospital visits and offering compassion
- Encourage the spiritual growth of the congregation, along with staff and volunteers, through Christian education opportunities
- Equip the congregation with the spiritual tools they need to live out Christ's commandment to love outside of the church's walls

MDP Narratives

1. How would you describe the congregation's/organization's specific vision for ministry?

How will this vision impact the community?

Is the congregation part of a ministry vision or program?

Second Presbyterian Church provides a space for those seeking a traditional worship service in our community. We hope to remain authentic as we minister to older congregation members and those younger members who find comfort in the familiar rhythms of worship.

Sunday worship is the heart of our ministry, as it provides an opportunity to express our gratitude to God in community, while inspiring the congregation to spread the light of Christ into the world. As the needs of the Saginaw community increase, congregation members are continually moved to participate in regular mission projects that focus on local, national, and international needs. Music, provided by our Chancel and Bell Choirs and other congregation members sharing their gifts, has always been key in our worship.

In order to serve and honor God, our Stewardship and Missions Committee promotes monthly-mission projects in which our congregation can take part. In this way, congregation members help care for our neighbors by building community and planting seeds of hope. This Second Mile Giving is an important piece of our ministry, and one that helps us put our faith into action.

Education has played an important role in our ministry, as we seek to be a home for growing Christians. Through Sunday School, Vacation Bible School, Bible studies, and other adult learning opportunities, we seek to support one another's growth wherever they are in their faith journey.

2. What is the nature and context of the community in which your congregation lives out its mission/vision?

How will you address the emerging needs that are impacting your community?

Second Presbyterian Church is in Saginaw County, at the western edge of the suburban Saginaw Township. Saginaw County contains urban, rural, and agricultural areas. The City of Saginaw is the largest urban area in the County. Saginaw County's estimated 2025 population was 187,000, and the City was about 43,000.

Saginaw is a Rust-Belt city, built on the cycles of industry - lumber giving way to the automotive industry. As the factories grew, middle-class families moved further out of the city, building up Saginaw Township, Thomas Township, and surrounding areas. Recently, there has been reinvestment in the City of Saginaw, with new businesses in the historic Old Town area and a booming medical industry downtown. Several colleges and universities have also opened

satellite campuses there. Conversely, the rural areas around Saginaw, from which Second Presbyterian has traditionally drawn congregants, is agricultural.

The needs of Saginaw residents remain great, however. According to the 2022 Needs Assessment completed by the Saginaw Community Action Committee, housing, access to emergency services, jobs with livable wages, and food were the top needs of Saginaw's residents. Second Presbyterian Church supports various charities addressing these needs throughout the County. We hope to continue to grow our community engagement and reflect God's commitment to justice and love. We welcome our new pastor to walk with us in this work.

3. How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

This Pastor would act as Head of Staff, providing oversight and leadership to Second Presbyterian's eight part-time staff members. The Head of Staff works in conjunction with the Administration Committee to implement personnel policies and can turn to this committee for support as needed. Many daily church responsibilities are executed by staff under the leadership of the Head of Staff.

When preparing for Sunday worship, the Pastor will have the support of the Director of Music Ministry, shared with First Pres. Saginaw, and the Director of Christian Education. Each of these individuals will be part of the worship service. There are also key volunteers, such as the livestream team, who are integral to Sunday mornings at Second Presbyterian.

As the Session Moderator, the Pastor's mentorship will also encourage church leaders to use their gifts to spread Christ's love both inside and outside of the walls of our church. An innovative leader can support committees as they discern the church's path forward during this new chapter.

We hope to find a strong administrative leader who can help provide direction to staff. COVID coincided with the retirement of a long-serving Pastor and a Director of Music. Thus, the staff, as well as the congregation, would benefit from a strong Head of Staff who can help guide the development of procedures. This will allow energy to be focused on glorifying God and sharing his love with the community.

4. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

We hope to find a Pastor who can use their communication skills to understand our congregation and inspire us to use our God-given gifts to share the love of Jesus Christ with our community. By learning from our parishioners, this individual can develop dynamic, thoughtful sermons that move us to walk more fully in Christ's light. This individual should lead with empathy and listen for opportunities to challenge us.

Since most members of our congregation will interact with our Pastor through Sunday morning worship, our new Pastor should place an emphasis on developing sermons that offer learning opportunities parishioners will find relatable. Members of our congregation are at diverse points in their own faith journeys, so identifying natural teaching moments will help us all to understand the faith to which God and Jesus are calling us.

The Saginaw community is one rich in collaborative efforts. As church volunteers build relationships with area nonprofits through our missions, we hope our new Pastor could help build collaboration between the two other Presbyterian churches in Saginaw.

As the church enters this new chapter, we also hope to find a leader who can charge church staff and leaders to try something new. As we strive to further develop our mission, embrace our role in building a world that reflects God's love, and care for our community, we hope to find a Pastor who can share the Word of God, teach us, and inspire us to do the Good Work.

5. **What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.**

The responsibilities this person will oversee can be divided into three categories: worship, the spiritual development of the congregation, and administrative tasks.

We expect that the preparation of Sunday worship will require a bulk of the Pastor's time during a regular week, with more time being spent on this during Advent, Lent, etc. The Director of Music Ministry and Director of Christian Education will be collaborators with the Pastor in this preparation.

Caring for members of the congregation and seeing to their spiritual development is another important responsibility. Providing pastoral care to our congregation, whose makeup is largely over 65 will be important. Additionally, working with volunteers and the Director of Christian Education to coordinate opportunities for spiritual growth will help the members of the congregation grow in their faith.

There will be regular administrative duties the Pastor will need to oversee, such as staff meetings, working with the Secretary on regular church communications, managing relationships with congregational volunteers, and moderating Session meetings. The Pastor should also be prepared to meet with different Session committees as needed.

MINISTRY DISCERNMENT PROFILE

MINISTRY PROFILE INFORMATION

This form is only to be used by the COM, Session, and PNC as a tool of discernment before posting the MDP online.

Ministry Name: Second Presbyterian Church

Congregation or Organization Size (*select one*):

___ N/A
___ Under 100 members
X 101-250 members
___ 251-400 members
___ 401-650 members
___ 651-1000 members
___ 1001-1500 members
___ More than 1500 members

Average Worship Attendance: 73

Church School Attendance: 15

Curriculum:
Two or More, Group Publishing

Community Type (*select one*):

N/A_____ Suburban X
Rural____ Urban____
Village____ College____
Town____ Recreation____
Small City____ Retirement____

Intercultural Composition (*Race/Ethnicity - Percent of Congregation*):

Prefer not to answer____%
Asian/Pacific Islander/South Asian 0.53 %
Black/African American/African 1.05 %
Hispanic/Latinx 0.53%

Native American/Alaska____%
Native/Indigenous____%
Middle Eastern/North African____%
White 95.2 %
Multiracial 2.63 %

MINISTRY DISCERNMENT PROFILE: POSITION REQUIREMENTS

Position Type (*select one*):

Administrator____
Associate Director____
Associate Pastor (Christian Education) ____
Associate Pastor (Other)____
Associate Pastor (Youth)____
Campus Ministry____
Chaplain____
Christian Educator (Certified)____
Christian Educator (non-certified) ____
Church Business Administrator____
Co-Pastor____
College/Seminary Faculty____
Commissioned Ruling Elder____
Communicator____
Coordinator____
Director of Music (non-ordained) ____
Evangelist or Mission Pastor____
Executive Director____
Executive Pastor____
Finance Manager____
Funds Developer____
General Assembly Staff____
General Presbyter/Executive Presbyter/Presbytery Leader____
Pastor, Yoked Ministry____
Pastoral Counselor____
Seminary Staff____
Solo Pastor: Installed X
Solo Pastor Temporary____
Stated Clerk Presbytery____
Synod Executive____
Transitional/Interim Pastor____
Youth Director (Non-ordained) ____

Head of Staff ____

Media Specialist____

Mid-Council Program Staff____

Minister of Music (ordained)____

Mission Co-worker (International)____

Pastor (Bivocational/Tentmaker) ____

Pastor (church planter, new church development, new worshipping community) ____

Experience Required *(Select one):*

No Experience/First Ordained Call____

Up to 2 Years____

2-5 Years__X__

5-10 Years____

More than 10 Years____

Specify Title / PT Work Hours (if applicable):

Employment Status:

Full-time__X__

Part-time____

Full-time/Part-time____

Bi-Vocational____

Training/Certificate Requirements:

Interim Ministry Training____

Certified Christian Educator____

Conflict Mediator Training____

Interim Executive Presbyter Training_____

Certified Business Administrator_____

Clinical Pastoral Education Training____

Other Training: _____

Language Requirements:

English_X__

Spanish____

Korean____

Other Languages: _____

Statement of Faith Required:

Yes_X__

No____

Are you open to a clergy couple:

Yes____

No_X__

MDP Application Deadline (if applicable):

_____

Church Mission/Vision Statement (*1,500-character limit which includes punctuations and spaces*):

_____

_____

_____

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position (*1,500-character limit which includes punctuations and spaces*):

_____

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A range for the Effective salary is needed for matching purposes. The maximum effective salary is not published anywhere. Effective salary is cash salary plus housing allowance or manse value and other compensations. See Effective Salary Definition at Board of Pensions of the PC(U.S.A.).

Minimum Effective Salary:
60,000 $

Maximum Effective Salary:
65,000 $

Housing Type (*select all that apply*):

Manse____

Housing Allowance__X__

Open to either____

N/A____

MDP Narratives. Please fill out the following narrative questions about your congregation (*1,500-character limit per question, including punctuations and spaces*):

1. **How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?**

2. **What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?**

3. **How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?**

4. **Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.**

5. **What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.**

List any links that support the answers to your narratives or highlights ministries within your church/organization. (Up to 10 links)

https://www.spcsaginaw.org/
https://www.youtube.com/@secondpresbyterianchurchsp4626
https://rescuemidmichigan.org/
https://www.eastsidesoupkitchen.org
https://www.crosssaginaw.org/

(DONE ONLINE) 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.

Please accept the following: The Pastor Nominating Committee and Search committee has affirmed its intention to follow the Form of Government in this regard.

References

(*Please enter at least three references of individuals who have had connections with the congregation and are not currently involved in the congregation*):

Reference #1

Name: Ted McCulloch

Relationship: Local Pastor/Presbytery

Phone: 989-326-4294

Email: Revted@msn.com

Reference #2

Name: Michael S. Hahn

Relationship: Local Pastor

Phone: 989-392-8115

Email: Mshallelu@aol.com

Reference #3

Name: Andy Cox

Relationship: Local Ministry

Phone: 989-790-5357

Email: AndyC.Crossministries@gmail.com

Assign a PNC Chair Contact. Fill out the contact information for the individual that will serve as the Pastor Nominating/Search Committee Chairperson/Mid-council Search Committee Chairperson for this MDP:

Name: Sara Hyde

Preferred Phone: 810-614-0173

Alternate Phone or Email: _____

Fax: _____

Email Address: shyde63012@gmail.com

Address 1: 6729 Bell Road

Address 2: _____

City: Birch Run

State: Michigan

Zip Code: 48415

MDP Compatibility Survey

Please note this section is not visible to the candidates.

This survey will organize your matches based on their compatibility ranking. Please assign a percentage value ranging from 0 to 100% to each descriptor based on its relevance to the position. The sum of the percentages for the 14 descriptors does not need to equal 100%. We encourage you to thoroughly assess the significance of each trait with your search committee and input the corresponding percentage accordingly.

	Type in a number from 0-100, in increments of 5)
Expresses concentration in a conversation by being attentive, making good eye contact and not interrupting other, showing interest, and showing empathy for what is being said.	20 %
Analyzes their audience before talking to them, adjusting to different circumstances and audiences, so to make each individual feel as they are speaking to them.	20 %

Can communicate the observations they make when identifying weaknesses within ministry, themselves, or the community in a wise and discerning way, explaining their vision, and responding why and what kind of change is required. 20 %

Embraces the humanity and Christian principles from the values, stories and objectives passed through generations, using Reformed Theology as their root of principles and vision, using traditions in worship or ministry as a means of comfort and belonging. 5 %

Takes time to examine the task, needs and capabilities of the situation and people, choosing the best way to respond to each one by assessing their approach to lead a team, and shares their plans with the members of the team. 0 %

Self-motivated individual that takes the initiative to start and finish a task given, while working towards a goal, so they can enjoy the rewards of solving a problem. 0 %

Values their experience in life, they continue their education, builds on strengths, and seeks assistance to develop the weak traits. 0 %

Creates learning opportunities for active participants and as a collaborative way, by designing lesson plans that teach concepts, facts and theology. 20 %

Contributes intentionally to the happiness and well-being of others, by having genuine interest in seeing others thrive, providing honest and genuine feedback and acknowledging relationships. 5 %

Thrives in challenges with humility and vulnerability, recognizing that asking for help makes them better at their job and surrounding themselves with people that can be smarter at different things. 5 %

Recognizes how their emotions affect their performance, their inner resources, abilities, and limits, and are honest in their positive and negative biases, and own strengths and weaknesses. 5 %

Sees the differences in society as values for ministry and recognizes the strengths and weaknesses in each by studying, talking, and involving themselves in the discussion of issues. 0 %

Defines roles clearly in an interdependent environment forming trust form others in their future planning, goal setting/defining and finds the means along the way to produce a vision with creative work and play. 0 %

Communicates goals and expectations clearly, delegating onto others certain tasks they acknowledge to have a better result and can plan, prioritizing and studying the capabilities of the organization financially or in human resource. 0 %