



**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 _____

Ministry Name First Presbyterian Church, Hillsboro, TX

Mailing Address P. O. Box 635

City Hillsboro State TX Zip Code 76645

Telephone Number 254-582-3473 Fax Number _____

Email fpchillsborotexas@gmail.com

Web site <https://fpchillsboro.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 40



Church School Attendance 12

Church School Curriculum Currently studying 1 and 2 Kings

☐ 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
____ Asian
____ Black or African American (African Native, Caribbean)
____ Hispanic Latino/Latina, Spanish
____ Middle Eastern
____ Native Hawaiian or Other Pacific Islander
100 White
Other _____

Presbytery Grace

Synod of the Sun

Community Type (select one)

____ College	<u>X</u> Rural	____ Suburban
____ Small City	____ Town	____ Urban
____ Village	____ Recreation	____ Retirement
____ N/A		

Clerk of Session Contact Information:

Name Debbie Baker

Address 216 Carr Street

City Hillsboro State TX Zip Code 76645

Preferred Phone (817) 939-8474 Alternate Phone (254) 582-3660

E-mail baker0913@sbcglobal.net FAX _____



***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>
0 +	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) Pastor

***Employment Status**

X Full Time Part Time Open to Either
 Bi-vocational (able to provide employment through outside partnership)

Is this a yoked congregation? X No Yes

(If yes, please complete the Yoked Congregation Detail Form.)

Clergy Couple (Are you open to a clergy couple?) Yes X No

Certification/Training (check below the desired certification or training needed for the position):

Interim/Transitional Ministry Training	<u> </u>	Interim Executive Presbyter Training	<u> </u>
Certified Christian Educator	<u> </u>	Certified Business Administrator	<u> </u>
Certified Conflict Mediator	<u> </u>	Clinical Pastoral Education Training	<u> </u>
Other <u>Ordained Minister</u>			

Language Requirements

<u>X</u> English	<u> </u> Spanish	<u> </u> Korean	<u> </u> French
<u> </u> Arabic	<u> </u> Armenian	<u> </u> Creole	<u> </u> Portuguese
<u> </u> Japanese	<u> </u> Russian	<u> </u> Swahili	<u> </u> Burmese
<u> </u> Cambodian	<u> </u> Indonesian	<u> </u> Laotian	<u> </u> Thai
<u> </u> Vietnamese	<u> </u> Taiwanese	<u> </u> Cantonese	<u> </u> Mandarin Chinese
<u> </u> Twi	<u> </u> Sign Language	<u> </u> Other	

Statement of Faith Required X Yes No

Mission Statement

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

To respond to needs so that God's love is shared.



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.

First Presbyterian Church, Hillsboro (FPC Hillsboro), has a long-standing mission orientation within the community it serves. Its stated mission and why we exist is, "to respond to needs so that God's love is shared", is reflective of this mission orientation. Our small but faithful congregation continues its commitment to such projects and services as Coats for Kids, our community garden and new playground structure (in partnership with the Boy Scouts), Operation Christmas Child, children's free lending library, Hillsboro Interfaith Ministry, activities at a nearby nursing home, and scholarships for graduating seniors. In addition, our church offers use of available space as a voting precinct, to a book club and service club, and to other organizations as requested.

In the past year, in collaboration with the Chamber of Commerce, FPC Hillsboro committed substantial financial assistance to six local businesses to support them during economic downturns due to the COVID pandemic. In addition, the congregation has sought to offer a welcoming church home to members of the First Presbyterian Church, Itasca, who have experienced the recent closing of their hometown church. Furthermore, the church leadership is exploring ways to expand its connection and service to the changing demographics in the community, particularly to those who do not have a church home or do not know Christ as their Savior. We are also interested in introducing ourselves to new residents who may be seeking a church home.

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

Hillsboro, TX, is a small rural community (population slightly over 8,600) served by at least 20 churches of various denominations. While some local churches in the community have substantially larger congregations, many persons within the community do not appear to have a church home. Census data tell us that the local poverty rate is slightly higher than the statewide rate (15% local compared to a little more than 13% statewide). The effects of poverty are apparent in our service area. In response, FPC seeks to explore ways to address such issues



through its support of Hillsboro Interfaith Ministries (an ecumenical social service entity) and other local organizations.

FPC Hillsboro, is presently comprised of 100% Anglo members (compared to 62% other races citywide, primarily Hispanic) with 58% of our membership over the age of 65 (compared to 15% citywide). Like many churches, it is essential that we explore "outside our box" to identify additional ways to serve our community and to share the gift of Christ's grace. A primary effort in the past year has been to welcome and incorporate new members from the recently closed Itasca Presbyterian Church and to explore ways to offer quality Christian education and activities to children and youth as well as older adults. One first step will be to meet with social service, public educators, and other churches to determine how we can work together to accomplish our stated mission: "to respond to needs so that God's love is shared."

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

A minister called to FPC Hillsboro must give attention to helping our congregation identify and meet its mission priority. To this end, he/she must be willing to meet with internal committees on a regular basis to explore ways to address needs both within our church and the community our church serves. Of particular importance is to actively interface with community organizations in order to familiarize him/herself with organizational priorities. Along with church members, this interaction would serve as a means to represent our church as a vital change agent and inspire the congregation to tackle projects it perhaps had not considered in the past.

Also, of importance is a leader to help guide the congregation in offering educational and social activities for members of all ages, but particularly children and youth in our church. The demographics of our current congregation suggest that we are homogeneous in age and ethnicity and somewhat insular so that we do not reflect the demographics of the community in which we are situated. We are aware that there are many in our service area who would benefit from a closer connection to a church and to the Word of our Lord Jesus Christ, and we want to reach out to others as part of our mission orientation.

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

Our congregation is seeking an individual who has a firm foundation in the Scriptures and looks to the Scriptures as a foundation for sermons and educational endeavors. We especially value thought-provoking messages that speak to a multi-generational audience and that remain in the forefront of our thoughts throughout the weeks that follow. In addition, we seek an individual



who can direct members to resources that will help accomplish responsibilities and meet personal needs.

FPC also seeks an individual who builds relationships of trust and respect with individuals and entities both within and outside the church. As one of the most visible “faces” of our church in our service area, the minister must be viewed as a friendly, warm, and accepting individual with the ability to foster open dialogue and collaboration. Whenever called upon to speak to groups, he/she will be expected to communicate effectively in a way that helps others to recognize shared concerns and achieve common goals.

In addition, the minister must be creative in thinking about how our church might use innovative approaches to accomplishing its mission and inspire members to take on challenges that glorify Christ and furthers His message of salvation through Him to others.

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

Our church is seeking a minister who can inspire us to take on challenges for accomplishing our mission, while respecting our history and local culture. We desire a minister who is steeped in the Scriptures and reformed theology and can provide thought-provoking sermons that encourage us to reflect on our personal and churchwide spiritual development and relationship with others.

Additionally, we seek a minister who is knowledgeable of successful endeavors elsewhere that might be adapted to our particular context to help us formulate innovative ways to carry out our mission. We desire a minister who will seek and develop partnerships with entities outside our church that have goals consistent with Christ’s calling. In addition, we are seeking a minister who will be responsive to the spiritual, physical, and emotional needs of individual members of our congregation and will be attentive in terms of presence and prayer for specific needs.

Like any entity, organizational skills, written and verbal communication, adaptability, and time management are important factors in helping a church function. We seek a minister who can apply technology skills that broaden communication and awareness of activities and services our church offers. Our church also seeks a minister who fosters productive meetings, demonstrates time-management skills, and seeks counsel with the Session, in order for those within the congregation to fulfill our mission.



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)

<https://fpchillsboro.org>

<https://fpchillsboro.org/mission-study-report/>

<https://www.facebook.com/HillsboroChamberofCommerce/>

<https://www.google.com/search?client=firefox-b-l-d&q=city+of+hillsboro+tx>



*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	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.
	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.		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.	X	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.	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.
	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
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 \$52,000

Maximum *Effective* Salary \$60,000

Housing Type

☐ Manse

☒ 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?

 X 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 Paul Baker

Address 216 Carr Street, Hillsboro, TX 76645

Phone Numbers (817) 791-4664

Relation Member of FPC, Hillsboro

E-mail baker0913@sbcglobal.net

Name Rev. Tommy Prud'homme

Address 405 Kay Street, Hillsboro, TX 76645

Phone Numbers (512) 826-6064

Relation Pastor at First United Methodist, Hillsboro, TX

E-mail tnot11@gmail.com



Name Dianne Barnes
Address 404 E. Monroe Street, Itasca, TX 76055
Phone Numbers (817) 805-1234
Relation Member of FPC, Hillsboro
E-mail barnes7649@sbcglobal.net

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

Name D'Ette Cowan
Address 230 Catfish Trail
City Whitney, TX 76692 State TX Zip Code 76692
Preferred Phone (254) 205-5200
Alternate Phone _____
E-mail Address for PNC Communications (required): dette.cowan@att.net

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee D'Ette Cowan Date 10-18-21
Signature

Clerk of Session Debbie Baker Date 10-18-21
Signature

Presbytery Ronald D. Holmes Date 10-19-21
Signature