

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 09433.ADO

Ministry General Information

Ministry Number	09433
Ministry Name	First Presbyterian Church of Racine
Mailing Address	716 College Avenue Racine, WI 53403
Phone	(262) 632-1686
Fax	
E-Mail	office@firstpresracine.org
WWW Address	firstpresracine.org
Ministry Size	251 - 400 members

Ethnic Composition	
	Asian 1%
	Hispanic Latino/Latina, Spanish 1%
	White 98%

Average Worship Attendance	100
Church School Attendance	0
Curriculum	Workshop Rotation Illustrated Ministry
Yoked	False
Presbytery	MILWAUKEE
Synod	SYNOD OF LAKES AND PRAIRIES
Community Type	Urban

Ten-year trend statistics of this church/organization [Show Statistics](#)

Information about the position

Position:	Solo Pastor
Experience Required:	0 to 2 Years
Specific Title:	
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	
Clergy Couples:	True

Training/Certificate Requirements:	
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Other Training:	
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Brief Church Mission Statement:	
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Well-designed, creative, biblically sound worship that blends the traditional with the creative
Biblically grounded, communally, and sacramentally supported Christian formation for all ages
Ministries of justice, compassion, liberation, and wholeness to our community and world
Opportunities for fellowship and friendship among our members and with others in our community
Supportive and expressive creative arts
Responsive pastoral care
Careful and supportive leadership of the congregation and its resources

What is the congregation's or organization's vision for ministry:

We are a church centered on God's salvation, which embodies liberation from all that dehumanizes and wholeness which is being the people God calls us to be. We hope people who join this congregation experience personal liberation and wholeness and that our church outreach enables people in our community and world to do the same.

Our church seeks to embrace, celebrate, and cultivate members' full essence. Different identities are not only welcome, but essential to our well-being and growth. The dignity of every person is important to our Presbyterian faith journey. We, the people, are the church and live out our vision relationally through Four Congregational Initiatives and the oversight of Session and Deacons.

Building Community Promotes a sense of welcome/belonging/community in our congregation

Dinners/ CoffeeKlatch/WalkTalk
PrayerGroup/Circle/BibleStudy
Underground Railroad/Archives

Christian Formation Guides Biblically grounded, communally and sacramentally supported faith

Journey Bible Study podcast
Adult Forums
Children's/Youth Activities/Work Camps

Mission Weaves God's love locally and with our partner church in Cuba, affirming our theological purpose/propelling our spiritual journey

Presbyterian, Community, Global offerings and projects
Community Meals/Baskets
Food Pantry

Music and Art Seeds/coordinates/supports artistic endeavors in our church and community

Choir/Handbell Choir/Recorders
Music and More
Social Justice & Youth Awards
Gallery/Community Arts Venue

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

During the pastoral transition our church made a journey that reckoned with the discouragement of declining membership and then revealed future possibilities. A Holy Cow Survey told us how things were: pastor dependent, not always transparent and conflicted in communication. But, we also wanted to look at how we might revitalize ourselves. We learned of the Center for Progressive Renewal (CPR); as a congregation we decided to modify CPR's reVision group process to fit our needs. We made the decision to radically change our Sunday services for eight weeks, launching with worship, moving to small facilitated groups spread throughout the church, and returning for a closing.

The result of this unprecedented action was that each week we had on average 100 participants from a normal worship attendance of 100, surpassing CPR's participation estimate. We discovered we didn't know each other very well; there was a lot to know. We discovered new talents, new stories and new energies. We committed to deep work and risk. We took action by coming together in conversation and transparency rather than conflict. Instead of "fixing," we "found" our church in an authentic way. And during the culminating Convergence Summit, attended by nearly all participants, we brainstormed and signed on to future initiatives, liberated by the fresh wind of the spirit. These are the Four Initiatives that now guide our congregation towards the wholeness we profess in our vision.

How will this position help you to reach your vision and mission goals:

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First Presbyterian is a downtown church with a 181-year history of resilience and community presence. Our commitment to urban Racine speaks in recent building renovations. Good fiscal management grounds our future. Our faith journey includes housing several arts organizations and growing spiritually via local and global social justice missions.

Despite these innovations and resources, effective marketing is a challenge. Our future pastor will help us articulate our vision vocally, digitally, and actively, growing and sustaining the liberation and wholeness we profess. Together, we need to find the engaged families of our future.

Recently, Christian Formation pastoral oversight varied, and our visitation pastor retired. In collaboration with a future Christian Formation Director, our future pastor will engage with us to energize Christian Formation for all ages and innovate person-to-person pastoral care.

Our Church building is a work of art, and music is a vibrant part of our congregational soul. Our future pastor will collaborate with us to discover how the arts can continue to liberate our faith for ourselves and with others.

We say, "We don't go to church. We are the church." We are committed to wholeness via mission with a long history of honoring human dignity—from hiding runaway slaves to founding health care networks to actively supporting a Cuban church. Our future pastor will help us ascertain which local and global missions our vision can most impactfully serve.

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

Pastoral Relationships

Nurtures relationships with dignity, warmth, compassion, and humility Collaborates in leadership
Empathizes with all ages Listens actively Mediates when necessary
Has a good sense of humor

Pastoral Experience

Innovates but grounds organizational structure in the Book of Order Preaches the past, present, and future with Biblical context
Finds spiritual joy in the art of working within a faith community Learns continually both professionally and personally
Relates the spiritual to the real world in word and in action

Pastoral Talents

Employs music and art as a strong core within the church Outreaches on a public and personal level to the greater community

What specific tasks, assignments, and program areas will this person have responsibility?

Worship: Provide spiritual leadership, coordinating congregational worship, officiating at weddings and funerals, and administering the Sacraments of Baptism and Communion'

Spiritual Development: Provide teaching leadership, working closely with the Christian Formation Initiative to provide spiritual growth opportunities for the congregation

Pastoral Care: Make pastoral calls and participate in providing compassionate care to all members in coordination with the Deacons

Strategic Vision: Provide collaborative leadership, active support, and vision for the Four Initiatives and other ministries/programs of the church

Governance: Attend to organizational management of Session and other groups within the church; maintain relationships with Milwaukee Presbytery and PCUSA

Head of Staff: Supervise, develop, and nurture staff, creating a collegial and energetic team and being responsible for related administrative duties

Finance: Have knowledge of effective church fiscal practices

Optional Links:

First Presbyterian Church <http://firstpresracine.org>

Cuban Partner Church <http://firstpresracine.org/living-our-faith/our-cuban-partnership>

Food Pantry <http://firstpresracine.org/living-our-faith/first-pres-food-pantry>

Racine Arts Council <http://www.racineartscouncil.org>

Milwaukee Presbytery <https://www.pbymilwaukee.org>

Synod of the Lakes and Prairies <https://www.lakesandprairies.org>

Racine Vocational Ministry <https://www.rvmracine.org/staff>

Leadership Competencies:

Compassionate

Preaching and Worship Leadership

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Spiritual Maturity
Public Communicator
Technologically Savvy
Change Agent
Contextualization
Organizational Agility
Strategy and Vision
Interpersonal Engagement

Compensation and Housing: Cost of Living Calculator
Minimum Effective Salary: \$62,000
Housing Type: Housing Allowance

References:				
Name	Address	Phone Numbers	Relation	Email
Rev. Dr. Mark McDonough	First Presbyterian Church, 716 College Avenue, Racine, WI 53403	2626321686	Interim Pastor	pastormark@firstpresracine.org
Rachel Yates	Presbytery of Milwaukee, 6767 W. Greenfield Avenue, Ste. 202, Milwaukee, WI 53214	4142922743	Presbytery Executive	ryates@pbymilwaukee.org
James Schatzman	Racine Vocational Ministry, 217 7th Street, Racine, WI 53403	2626338660	Executive Director	jschatzman@rvmracine.org

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?
Yes
Version Track Info: This MIF was last updated on 07/15/2020

Self-referral Contact Information	
PNC: Christopher Hansen	Address 835 Newman Road, Mt. Pleasant, WI 53406
Daytime Phone (262) 672-1467	Office Phone
Fax	Email hansenchris42@gmail.com