

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

**Mif #: 02081.A10**

**Ministry General Information**

<b>Ministry Number</b>	02081
<b>Ministry Name</b>	Bloomington First Presbyterian Church
<b>Mailing Address</b>	221 East Sixth Street Bloomington, IN 47401
<b>Phone</b>	(812) 332-1514
<b>Fax</b>	(812) 332-4206
<b>E-Mail</b>	sandra@fpcbloomington.org
<b>WWW Address</b>	www.fpcbloomington.org
<b>Ministry Size</b>	251 - 400 members
<b>Ethnic Composition</b>	
	Hispanic Latino/Latina, Spanish 1%
	White 99%

<b>Average Worship Attendance</b>	170
<b>Church School Attendance</b>	40
<b>Curriculum</b>	Godly Play; Follow Me; Biblical Practices for Faithful Living; Thoughtful Christian; Faith Forum; Feasting on the Word (Adult)
<b>Yoked</b>	False
<b>Presbytery</b>	OHIO VALLEY PRESBYTERY
<b>Synod</b>	SYNOD OF LINCOLN TRAILS
<b>Community Type</b>	College
Ten-year trend statistics of this church/organization <a href="#">Show Statistics</a>	

**Information about the position**

<b>Position:</b>	Head of Staff (who supervised one teaching elder and other staff)
<b>Experience Required:</b>	0 to 2 Years
<b>Specific Title:</b>	
<b>Employment Status:</b>	Full-time

<b>Language Requirements:</b>	
	English

<b>Other Language:</b>	
<b>Statement of Faith Required:</b>	True
<b>Clergy Couples:</b>	True

<b>Training/Certificate Requirements:</b>	
---	--

<b>Other Training:</b>	
------------------------	--

<b>Brief Church Mission Statement:</b>	
--	--

## **Church Leadership Connection**

### **The Call System for the Presbyterian Church (U.S.A.)**

"Celebrating Christ and serving community at 6th and Lincoln and throughout the world." This is our mission statement at First Presbyterian, Bloomington. We live this out by being a community of seekers and disciples of Christ, committed to full hospitality for all God's children. We honor Christ through joyful worship, faithful teaching, and loving and accepting fellowship. We serve community by opening our hearts through acts of hospitality and compassion, offering God's reconciling peace, freedom, and justice as we seek God's will and live by Christ's example. As a community of believers, we will:

- Invite and welcome all God's children
- Bear witness to the good news of the Gospel
- Build and nurture relationships through love, prayer, support and acceptance of one another
- Engage our hearts and minds in meaningful worship and lifelong spiritual learning
- Assist and advocate for those in need
- Be good stewards of God's creation

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

We are an active and engaged congregation that aspires to do more: we hunger to serve the needs of others and to attract new members to join our witness to Christ.

Our historic building is downtown in a vibrant college community. Many members are connected to Indiana University. Celebrating Christ, we offer worship that is spiritually uplifting, with preaching that is thought-provoking and personally meaningful. Music plays a powerful role, aided by a newly acquired, world-class organ. We provide Christian education for all ages, both through Sunday school and small groups. We include children's time in every service. In a pandemic innovation that will endure, worship and Christian education are offered both in person and online, extending the reach of our ministry.

Serving community, we work to help those who are disadvantaged. We partner with a variety of community groups to combat poverty and homelessness in Bloomington. We sponsor work trips to West Virginia and to Posoltega, Nicaragua, where we maintain a longstanding sister-church relationship. We are a Matthew 25 congregation, focusing on structural racism.

Our church is stable but not complacent. As we emerge from the pandemic, we seek to grow and diversify our membership; enhance our ministry to IU students; and increase financial giving, this to better support "the least of these" in our midst. We value tradition but are open to change, and we look to the future with excitement and Christian hope.

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

Bloomington is being enriched by increasing racial diversity and demographic change, providing opportunities for engagement and growth. Our congregation cares deeply for each other, those in our community and beyond. We share the medical, economic, racial and social concerns of our community and the world. In recent months, our church has been engaged in the process of carefully and creatively reopening for worship and programming spiritual and service activities safely. While we welcome the opportunity to describe more fully the range of current outreach, we will focus our response in this space toward our aspirations and emerging needs.

We see opportunities to connect more meaningfully with college students, a recently-arrived group of Afghan refugees, as well as the Korean (PCUSA) church that uses our facility. We also want to more fully realize ambitions to address climate change and environmental justice.

In 2021 FPC was designated a Matthew 25 congregation, working to address structural racism, but we look forward to addressing systemic poverty and congregational vitality as well. Our Matthew 25 designation and the success of recent capital campaigns indicate that our congregation has been able and willing to step up when challenged. The need is great for pastoral leadership of an invigorated and engaged membership. FPC should be a safe space for an honest assessment of our resources and decisions about the most effective ways we can witness to Christ in outreach.

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

# Church Leadership Connection

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

Reflective of the rest of the world, our church has changed drastically during the pandemic. This state of transition allows our church to find new ways to be a community within the sanctuary and outside church walls. We hope to feel steadied and supported as we try new things during such an unpredictable time, and to receive aid in reestablishing a strong connection with our church and God.

We hope our church can continue to grow and change in our diverse Bloomington community. We would like to find a pastor that we can work alongside as we continue to explore these new ways to develop and expand our faith journeys as a Matthew 25 church, and to equip us with renewed strength in our faith and confidence in our missions. We want to create a safe space where we are encouraged to try new things.

It is important to us that a pastor actively engages with church activities and interacts among all age groups. We hope to feel supported as we continue our various mission projects and to find balance as we foster new mission ideas. And while we do wish to make and strive towards new goals, we also hope to be reminded of the already existing mission goals we have before us, as well as the immediate needs we can meet in our own church and local communities.

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

We are committed to the movement of the Spirit. There are a variety of gifts that a strong candidate brings including those of lived experiences. Spanish or Korean language skills, for example, would promote future outreach in Bloomington's changing demographic environment, and Spanish also would enhance our existing Nicaraguan mission. Other experiences likewise might help FPC respond to the everchanging call of God. We seek a partner in our ministry who will challenge and support us as we look to move forward in new ways through the Matthew 25 Initiative.

Members of FPC listen to sermons. An accomplished preacher with a solid understanding of scriptural context who allows for the movement of the Spirit to speak through the sermons permits our congregation to continue to find comfort in the Word when needed but also find challenge to grow. A head of staff facilitates the development of post pandemic worship opportunities through both in-person and technology-supported experiences.

A pastor joining us in our ministry understands the vital role of acting as a ministry team. They have a close working relationship with all staff and view an associate pastor as an equal colleague. They understand the importance of clear communication with staff, leadership, and the congregation at large and are actively engaged across all areas of FPC's ministry programs. They work with the ministry team to delegate responsibilities and grow leadership within the congregation.

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

The pastor will have primary responsibility for leading our congregation as we celebrate Christ and serve our community. Guided by the Spirit, our pastor will enable members' gifts and challenge the congregation in the spirit of the Matthew 25 initiative to assess existing programs and initiate new ventures.

The pastor will serve as head of staff and administrative leader for the congregation, while empowering the gifts of a ministry team through communication and regular staff meetings. Strong administrative and collaborative skills are important.

The pastor will attend to the congregation's spiritual development through preaching, teaching, and prayer, leading the Session's spiritual growth, and caring for the congregation through counseling, sensitive listening, and visitation. In addition to these spiritual and pastoral care tasks, the specific committee liaison roles will be negotiated with the associate pastor. Previously, the pastor's primary assignments included collaborative work with worship, stewardship, property, membership, and personnel committees.

We expect the pastor's duties will include leading worship services and administering the sacraments, conducting weddings and funerals, and serving as moderator of the session and congregation. There will also be opportunities for interfaith and denominational involvement.

### **Optional Links:**

[www.fpcbloomington.org](http://www.fpcbloomington.org)

Staff and Contact Information - Bloomington / Monroe County CVB ([visitbloomington.com](http://visitbloomington.com))

<https://vimeo.com/showcase/fpcchristianed>

<https://vimeo.com/showcase/7599659>

<https://vimeo.com/showcase/fpcbloomingtonworship>

<https://fpcbloomington.online.church>

### **Leadership Competencies:**

Hopeful

Preaching and Worship Leadership

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

Communicator
Change Agent
Culturally Proficient
Strategy and Vision
Collaboration
Interpersonal Engagement
Motivator
Flexibility

<b>Compensation and Housing: Cost of Living Calculator</b>
<b>Minimum Effective Salary:</b> \$76,000
<b>Housing Type:</b> Housing Allowance

<b>References:</b>				
<b>Name</b>	<b>Address</b>	<b>Phone Numbers</b>	<b>Relation</b>	<b>Email</b>
Rev. Dr. Douglas Tracy	3789 S Oak Ridge Dr, Bloomington, IN 47401	812-272-3148	Retired minister, previous (2011-2014) Stated Cler	douglas.tracy46@gmail.com
Rev. Bill Barrett	7851 N Red Hill Rd, Ellettsville, IN 47429	317-507-6543 (cell); 812-	Retired chaplain, congregant, shared Bible study	wjbarrett44@gmail.com
Rev. Susan McGhee	1701 E 2nd St., Suite 100; Bloomington, IN 47401	812-344-7853, ex. 1	Executive Presbyter of Ohio Valley	susan@presbyteryov.org

<b>Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?</b>
Yes
<b>Version Track Info: This MIF was last updated on 01/27/2022</b>

<b>Self-referral Contact Information</b>	
<b>PNC:</b> Co-chairs: Nancy Voskuil (N); Gary Crow (G)	<b>Address</b> (N) 1716 Windsor Drive, Bloomington, IN 47401; (G) 2101 E Woodstock Pl, Bloomington, IN 47401
<b>Daytime Phone</b> (N) 812-272-0039	<b>Office Phone</b> (G) 812-361-6603
<b>Fax</b> (church) 812-332-4206	<b>Email</b> gcrow@iu.edu