





**Church School Curriculum** \_\_\_\_\_ "Illustrated Children's" and "Spark", "Big World" themes and stories (customized), "Story and Stretch" with modifications. Custom for preschoolers. VBS "Water for the World", "Cruisin' Through the Caribbean with Jesus", "Be a Hero", "God Sightings". \_\_\_\_\_

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  
0.8% Asian  
3.9% Black or African American (African Native, Caribbean)  
0.4% Hispanic Latino/Latina, Spanish  
\_\_\_\_\_ Middle Eastern  
\_\_\_\_\_ Native Hawaiian or Other Pacific Islander  
94.7% White  
Other 0.2% multiracial \_\_\_\_\_

Presbytery \_\_\_\_\_ of the Twin Cities Area \_\_\_\_\_ Synod Lakes and Prairies \_\_\_\_\_

**Community Type (select one)**

\_\_\_\_\_ College \_\_\_\_\_ Rural x \_\_\_\_\_ Suburban  
\_\_\_\_\_ Small City \_\_\_\_\_ Town \_\_\_\_\_ Urban  
\_\_\_\_\_ Village Recreation Retirement  
\_\_\_\_\_ N/A

**Clerk of Session Contact Information:**

Name \_\_\_\_\_ Connie Nesbitt \_\_\_\_\_  
Address \_\_\_\_\_ 5728 Hyland Courts Dr \_\_\_\_\_  
City \_\_\_\_\_ Bloomington \_\_\_\_\_ State \_\_\_\_\_ MN \_\_\_\_\_ Zip Code \_\_\_\_\_ 55437 \_\_\_\_\_  
Preferred Phone \_\_\_\_\_ 952-935-3810 \_\_\_\_\_ Alternate Phone \_\_\_\_\_ 612-702-0684 \_\_\_\_\_  
Email [nesread@hotmail.com](mailto:nesread@hotmail.com) \_\_\_\_\_ FAX \_\_\_\_\_ 952-888-252 \_\_\_\_\_



**\*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
2-5	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		





## 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.

Oak Grove strives to be a joyful, inclusive, compassionate community of faith seeking to do justice, act mercifully and walk humbly with God. Loving God...Changing Lives. We live this out by being welcoming to all, open and affirming, serving the local and global communities, and always working for justice and peace.

We are attentive to each other and greatly value fellowship. We provide a nurturing place for our children, a safe place for all of us to grow and learn about our faith, and a place to feel supported throughout all of life's decisions.

One of our core values is remembering our rich history while continuing to find new ways we can follow Jesus today. We seek to grow multi-culturally and be more inclusive, from our nursery all the way up through our adult education and mission work.

Part of our vision is to become a net zero church. While we continue to learn new ways to protect and value Mother Earth, we strive to share what we have learned with the greater community. We have a strong feeling that, as we care for one another, the community, and our earth, we are walking with Jesus.

Oak Grove has a strong identity as a mission church, and this is a current, active identity. Looking forward, we value creative thinkers who actively seek out and find ways we can fill needs in our neighborhood and around the world. We are always looking to involve new people and help them use their gifts to benefit others. Our work springs directly from our faith and devotion to God.



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

Our strategic vision is organized around mission and connecting to our community. This is at the heart of OGPC. Our mission activities are identified in response to the passion of our active church members and where they feel called to serve. These callings include supporting our local Bloomington and greater Twin Cities community through extensive, hands-on volunteer work and direct giving to programs like Bridging, Sheridan Story, Loaves and Fishes, and VEAP as well as our site housing Oasis for Youth. We are connected to regional, national, and international organizations as well, including Clearwater Forest Presbyterian Camp, through numerous run/walk fundraisers, and direct support of churches and mission organizations abroad. Fully 24% of our congregation's annual budget is spent in support of mission-related activities. Our congregation volunteered over 5,000 hours in 2019.

We host WoW (Wonderful Wednesdays) - a weekly, free-will donation dinner and educational hour for all ages, encouraging faith, family, friends, and fellowship throughout the program year.

Beyond serving the community, we also seek to engage and understand the world outside of our daily lives. Our Sunday Adult Faith Formation educational series frequently invites speakers of diverse social, economic, and spiritual backgrounds to enrich and broaden our perspectives as we strive for greater inclusivity and awareness. We feel that a greater love and understanding for all people allows us to better serve God in the work we do.

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

Oak Grove has a history of being a mission-driven church and that history drives many of our programs and efforts. Our next Pastor/Head of Staff's (PHOS) attributes should align with the characteristics we have identified as important to this position. This person will provide guidance and encouragement as our congregation seeks to maintain the values and build on the goals set forth in the recent Report of the Mission Study Task Force (see optional links for more information).



Aligned with the Mission Committee's Mission Statement, this person will encourage and support us as we strive to:

**Restore God's creation by using our congregation's resources and talents in service to our community and the world, and to realize our vision to support a diversity of people and organizations, both locally and globally.**

The PHOS will oversee our efforts to:

Incorporate mission in our worship and educational opportunities.

Encourage fellowship activities to have a mission component.

Offer our facilities for a wide variety of uses.

Support denominational mission efforts.

Actively support and encourage environmentally friendly improvements to our building and grounds as well as to the broader community.

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

Our ideal candidate would possess strong preaching and communication skills that are grounded in spiritual integrity. The candidate should be someone who will inspire from the pulpit and be comfortable speaking in all settings. This person needs to be able to motivate others and encourage them to use their gifts in service. The next PHOS needs to have the ability to build relationships of trust and respect within the church and community and be willing to engage conflict proactively. The next PHOS should also have an understanding of how successful organizations work and, specifically, how the Presbyterian church operates. They must be able to recognize Oak Grove's vision and mission, receive them with an open mind, and be able to enhance them with a clear strategy and vision. This requires an ability to be adaptable and open to new ideas, communicate well to the congregation and help the church be open to these new ideas and to risk taking. The person should be motivated to care for people and share in the suffering of others. While balancing our desire to continue our rich history and the needs of our long-term members, the PHOS should welcome new voices as they look toward the future, guiding the church in discovering God's purpose for Oak Grove within our community and the world.



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

The PHOS position is divided into 3 areas: spiritual growth, pastoral care, and administration. The PHOS plans meaningful, varied, age-independent worship services, including preparing and delivering 67% of the sermons. These should be challenging and thought-provoking, helping members deepen their personal relationship with God, and provide guidance for decision-making and living faithfully. The PHOS also provides educational opportunities outside the pulpit to deepen congregants' understanding of theology and spiritual growth (Sun mornings and/or Wed nights). Sacraments are administered monthly.

Pastoral care includes hospital and home visits, counseling members with personal problems, and ministering to the sick, shut-ins, and bereaved, and is a shared duty with the Assoc Pastor. Presiding over weddings and funerals is also a shared task.

Administratively, the PHOS serves as moderator of session and congregational meetings, participates in the Presbytery, Synod, and GA, and facilitates goal setting for the church's future. The PHOS serves as the staff resource for Personnel, Worship, Building, Finance, Stewardship, Mission, Supportive Housing, Green, and Nominating Committees. The PHOS supervises the Assoc Pastor, Office Admin, Bookkeeper, Youth/Young Adult Dir, Music Dir, and PT Custodian, and participates in staff job reviews. The PHOS provides leadership for the congregation's ministry and encourages lay decision making, while helping others discover their gifts.

Optional Links:

<https://www.oakgrv.org/im-new-here/>

<https://www.oakgrv.org/about-us/>

<https://www.oakgrv.org/pnc-videos/>

<https://www.facebook.com/OakGrovePresbyterian/videos/>

<https://www.oakgrv.org/wp-content/uploads/2020/05/Report-of-the-Mission-Study-task-Force.pdf>

<http://www.oakgrv.org/wp-content/uploads/2020/06/Columbarium-article-for-OL.pdf>

### 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://www.oakgrv.org/im-new-here/>

<https://www.oakgrv.org/about-us/>

<https://www.oakgrv.org/wp-content/uploads/2020/05/Report-of-the-Mission-Study-task-Force.pdf>







**\*LEADERSHIP COMPETENCIES**

(Select 10 leadership competencies from the list below that are required for the position.)

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
x	<b>Compassionate</b> – 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.	
x	<b>Preaching and Worship Leadership:</b> 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
	<b>Lifelong Learner</b> – 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.	
		<b>Hopeful</b> – 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.
		<b>Spiritual Maturity:</b> 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.
		<b>Teacher</b> – 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.
<b>COMMUNICATION</b>		
x	<b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.	
	<b>Public Communicator</b> - 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.	
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	
		<b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
		<b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
<b>ORGANIZATIONAL LEADERSHIP</b>		



	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.		<b>Change Agent</b> – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
	<b>Contextualization</b> – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		<b>Culturally Proficient</b> – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.
	<b>Externally Aware</b> - 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.		<b>Entrepreneurial</b> - 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.
	<b>Risk Taker</b> – 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.		<b>Task Manager</b> - 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.
X	<b>Willingness to Engage Conflict:</b> 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.		<b>Decision Making:</b> 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	<b>Organizational Agility:</b> 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	<b>Strategy and Vision:</b> 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.
	<b>Financial Manager</b> – 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.		<b>Funds Developer</b> – 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.
	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			



X	<b>Interpersonal Engagement</b> - 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.		<b>Bridge Builder</b> – 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	<b>Motivator</b> - 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	<b>Personal Resilience:</b> 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
	<b>Initiative:</b> 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.		<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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 \_\_\_\_\_\$87,000 \_\_\_\_\_ Maximum *Effective* Salary \$100,000\_\_\_\_\_

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 Millissa Carter (She/Her) \_\_\_\_\_

Address 6210 Logan Ave S Richfield MN 55423 \_\_\_\_\_

Phone Numbers (612) 385-7884

Relation Ruling Elder, Member (9 years)

E-mail Milissa.a.carter@gmail.com \_\_\_\_\_

Name Reverend Dr. Deb DeMeester (She/Her) \_\_\_\_\_

Address 2608 W 102nd St Bloomington MN 55431 \_\_\_\_\_

Phone Numbers Home Phone (952) 888-1836 Primary, Mobile Phone (612) 790-6850 \_\_\_\_

Relation former Associate Pastor, Parish Associate \_\_\_\_\_

E-mail debdemeester@gmail.com \_\_\_\_\_

Name Bill Pomroy (He/Him) \_\_\_\_\_

Address 11412 Galtier Pl Burnsville MN 55337 \_\_\_\_\_

Phone Numbers Home Phone (952) 426-3304 Primary, Mobile Phone (218) 391-3319 \_\_\_\_



Relation Ruling Elder, Member (4 years) \_\_\_\_\_

E-mail [lisaorbill@msn.com](mailto:lisaorbill@msn.com) \_\_\_\_\_

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

Name \_\_\_\_\_ Paul St Martin (He/Him) \_\_\_\_\_

Address \_\_\_\_\_ PO Box 373 \_\_\_\_\_

City \_\_\_\_\_ Lakeville \_\_\_\_\_ State \_\_\_\_\_ MN \_\_\_\_\_ Zip Code \_\_\_\_\_ 55044 \_\_\_\_\_

Preferred Phone \_\_\_\_\_ 952-469-4933 \_\_\_\_\_

Alternate Phone \_\_\_\_\_

E-mail Address for PNC Communications (required): \_\_\_\_\_ [pman0814@gmail.com](mailto:pman0814@gmail.com) \_\_\_\_\_

\_\_\_\_\_

**ENDORSEMENTS**

Pastor Nominating Committee/

Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Clerk of Session \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

Presbytery \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

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