

DESIGNATED PASTOR
VENICE PRESBYTERIAN CHURCH

Because this is a designated position, an interested teaching elder should send his or her PIF to
Committee on Ministry cluster chair:

Wayne Speer
5030 Village Green Drive Mason, OH 45040-5696

Phone Numbers: (h) 513-398-0050; (c) 513-703-1025
E-mail: lwspeer@aol.com



Rev. 6/2008

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/

Church Information Form (Part I)
Step 1 of 5

Church/Organization ID 06326

Church/Organization Name Venice Presbyterian Church

Mailing Address 4244 Layhigh Road PO Box 41

City Ross State OH Zip Code 45061

Telephone Number (513) 738-1317 Fax Number (513) 738-2060

Email @thevenicechurch.

Web site .thevenicechurch.

Step 2 of 5

Church 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 98 (2010)

Church School Attendance 32

Church School Curriculum L.I.V.E. Big

Check if certified as eligible for participation in the Seminary Debt Assistance Program

CIF (Part I) - Step 3 of 5

Ethnic Composition Of Congregation *(in whole %):*

Enter the percentage of each racial ethnic component of your congregation.

- African American
- 100% Caucasian
- Chinese
- Hispanic Mexican/Central American
- Hispanic Puerto Rican
- Japanese
- Korean
- Native American
- Taiwanese
- Other Asian
- Other

CIF (Part I) - Step 4 of 5

Presbytery Cincinnati

Synod Covenant

Community Type (select one)

<input checked="" type="checkbox"/> Rural	<input type="checkbox"/> Village	<input type="checkbox"/> Town
<input type="checkbox"/> Small City	<input type="checkbox"/> Suburban	<input type="checkbox"/> Urban
<input type="checkbox"/> Inner City	<input type="checkbox"/> College	<input type="checkbox"/> Recreation
<input type="checkbox"/> Retirement	<input type="checkbox"/> N/A	

CIF (Part I) - Step 5 of 5

Clerk of Session Details:

Name Alan Marsh

Address 3217 Morgan-Ross Road

City Hamilton State OH Zip Code 45013

Preferred Phone (513) 738-2670 Alternate Phone _____

E-mail @yahoo.

FAX _____

Church Information Form (Part II) Step 1 of 7

Church/Organization ID 06326

Church/Organization Name, City, State Venice Presbyterian Church Ross, Ohio

Position To Be Filled (select one)

- | | |
|---|---|
| <input type="checkbox"/> Associate Pastor (Christian Education) | <input type="checkbox"/> Campus Ministry |
| <input type="checkbox"/> Associate Pastor (Youth) | <input type="checkbox"/> Chaplain |
| <input type="checkbox"/> Associate Pastor (Other) | <input type="checkbox"/> Pastoral Counselor |
| <input type="checkbox"/> Associate Pastor (Young Adult) | <input type="checkbox"/> Church Educator (Non-ordained) |
| <input type="checkbox"/> Pastor (Solo) | <input type="checkbox"/> Youth Director (Non-ordained) |
| <input type="checkbox"/> Pastor (Head of Staff) | <input type="checkbox"/> Administrator |
| <input type="checkbox"/> Pastor (New Church Development/Fellowship) | <input type="checkbox"/> Church Business Administrator |
| <input type="checkbox"/> Pastor (Redevelopment/Transformation) | <input type="checkbox"/> Executive/Director |
| <input type="checkbox"/> Pastor (Tentmaker/Part-time) | <input type="checkbox"/> Minister of Music (ordained) |
| <input type="checkbox"/> Pastor (Yoked/Multiple) | <input type="checkbox"/> Director of Music (non-ordained) |
| <input type="checkbox"/> Pastor (Parish) | <input type="checkbox"/> College/Seminary Faculty |
| <input type="checkbox"/> Pastor (Shared Ministry) | <input type="checkbox"/> College/Seminary Staff |
| <input type="checkbox"/> Pastor (Supply) | <input type="checkbox"/> Mission Co-Worker (International) |
| <input type="checkbox"/> Executive Pastor | <input type="checkbox"/> General Assembly Staff |
| <input type="checkbox"/> Co-Pastor | <input type="checkbox"/> Presbytery Program Staff |
| <input checked="" type="checkbox"/> Designated Pastor | <input type="checkbox"/> Synod Program Staff |
| <input type="checkbox"/> Mission Pastor | <input type="checkbox"/> Presbytery/Synod Stated Clerk |
| <input type="checkbox"/> Interim Pastor | <input type="checkbox"/> Presbytery/Synod Executive/Leader |
| <input type="checkbox"/> Interim Associate Pastor | <input type="checkbox"/> Presbytery/Synod Exec/Leader & SC (combined) |
| <input type="checkbox"/> Interim Ministry (Governing Body) | <input type="checkbox"/> Other |

Specify Title (if appropriate) _____

Employment Status

Full Time Part Time Open to Either

Years of Experience Desired

First Ordained Call less than 2 years 2 years or more
 4 years or more 6 years or more 8 years or more

Language Requirements

English Spanish Korean Mandarin Chinese
 Japanese Cantonese Taiwanese Other

Deadline date for this CIF, if any: _____

CIF (Part II) - Step 2 of 7

Is this a yoked congregation? No Yes (If yes, please complete the Yoked Congregation Details Form.)

CIF (Part II) - Step 3 of 7

Brief Church Mission Statement: *Please limit your response to no more than 1500 characters including spaces and punctuation.*

The Mission of the Venice Presbyterian Church is to nurture personal relationships with Jesus Christ, care for one another, and spread the gospel to families and the community.

Narrative Questions: *For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.*

Please write a brief description of your church/organization programs or accomplishments.

- Active Board of Deacons: Keeping food pantry supplied, Thanksgiving, Christmas, and Easter food baskets, a "Giving Tree" at Christmas to provide gifts and clothes for needy families, support the sick and shut-in of the congregation.
- Church sponsored daily preschool for ages 3-5 years, annual Vacation Bible School, active youth group for middle and high school students, children's choir, weekly Sunday School, Junior Church, and Time With Children during worship.
- Founding church in local RAMM (Ross and Morgan Ministries) program; a group of local churches providing food, financial aid, and support to needy.
- Local meeting place for Alcoholics Anonymous, Narcotics Anonymous, Girl Scouts, Boy Scouts (church supported since 1951 and to date has produced 67 Eagle Scouts), Quilters Guild, local Garden Club, and various other community groups.
- A strong music program with a chancel choir and special music events during the year.
- Church volunteers deliver "Meals on Wheels" every weekday.
- Women and Men's Groups offering fellowship, active Circles, study, and mission projects including yard sales and annual bazaar.
- Church-wide and Women's Association mission projects supporting PC(USA) Offerings and Disaster Relief, Haven House, staffs Community Meal Center monthly, and the Back-to-School Carnival.
- Intergenerational family gatherings each month.

Describe what gifts, skills and experiences your congregation possesses to fulfill its mission.

1. We are fortunate to have a dedicated, experienced congregation that has shown ability over the years to overcome difficulties and accept change and to meet the future with great optimism.
2. One of the strengths of this congregation is its sense of family. Church activities and programs are always well attended and supported. A strong feeling of volunteerism is possessed by the vast majority of members.
3. Many of our members are deeply involved in the activities of the local schools and community. This feeling of community is one that is prevalent throughout the church and is reflected in our programs. In addition, we maintain a very strong relationship with other churches in the area.
4. The Church is proud to be fiscally responsible and has established a "Bridging the Gap" Committee to support fiscal responsibility.
5. Venice Presbyterian Church has members from many walks of life who are willing to share their expertise and knowledge for the benefit of the church and the community. These dedicated members encompass a wide range of educational backgrounds and are the backbone of our success. We have established participation of lay membership and children in worship services.
6. We are blessed to have many very talented members who contribute to a newly developing music program. Our chancel choir and individual soloists enhance our worship services.

What are the key theological issues of our church and society that are reflected in the ministry of your congregation/organization?

Venice Presbyterian Church is a place where people from different Christian denominations, and different religions, are welcome to come and learn about God and the life of Jesus Christ in a manner that they see fit. Our congregation believes that there is not any one correct way to worship God. One's relationship with God is of a personal nature and should be treated as such by others. Participation in church events and services is open to anyone who chooses to attend.

While most of our congregation tends to be of a "conservative" mind-set, we are also open to accepting and learning from others who may be quite different than ourselves. This is necessary in order to spread the Word of God to all people, irrespective of any one person's personal convictions. Christianity is not just for the believers. We believe in the separation of Church and State as laid out in the United States Constitution. However, we also support valuing and teaching basic moral behaviors and respect, regardless of religious background.

Just as Jesus believed, we feel the best evidence of the power of Christianity is in the examples we set in our own lives. Belief and trust in God are not nurtured through mere words and indoctrination, but through the actions of ourselves and other believers. We believe in intellectually and spiritually challenging our minds in order to gain insight into God's Purpose and to answer our world's most pressing social dilemmas.

CIF (Part II) - Step 4 of 7

References (Limit 3)

Below, please list three persons who know your congregation. You might list your Executive Presbyter, a Committee on Ministry liaison, a neighboring pastor, or other persons whom you believe can give a clear and accurate reference for your congregation.

Name James DiEgidio
Address 2270 Heather Hill Blvd. Cincinnati, OH 45244
Phone Numbers (w) 513 221-4850 ext 107: (h) 513-474-1296
Relation General Presbyter, Presbytery of Cincinnati
E-mail jim@cpresby.org

Name Wayne Speer
Address 5030 Village Green Drive Mason, OH 45040-5696
Phone Numbers (h) 513-398-0050; (c) 513-703-1025
Relation Council on Ministry, Presbytery of Cincinnati
E-mail lwspeer@aol.com

Name Rev. Dr. Lucinda Warner Gorman
Address 3063 Ferguson Road Cincinnati, OH 45238
Phone Numbers (h) 513-662-0217
Relation Moderator, Presbytery of Cincinnati
E-mail clergy2@hotmail.com

CIF (Part II) – Step 5 of 7

Position Description: *For each section please limit your response to no more than 1500 characters including spaces and punctuation.*

Major Responsibilities: *For what specific tasks, assignments, and program areas will this person have responsibility?*

- Plan/lead creative worship experiences
- Provide spiritual leadership/pastoral care to the congregation and the community
- Provide home and hospital visitation
- Promote church growth, follow-up with inactive members
- Provide leadership and direction for individual officers, committees, boards, and church staff
- Moderate meetings of congregation and Session. Serve as resource leadership for Session, Deacons, and Trustees as their duties require.
- Assist the Personnel Committee with its annual evaluation duties
- Participate in church-related activities
- Assist the Christian Education Committee to develop and maintain programs
- Work with the music director to create an inspiring worship experience
- Endeavor to involve the congregation more deeply in taking their Christian beliefs out to the community and in witnessing to others
- Conduct new member classes, confirmation classes, new officer training, etc.
- Maintain an awareness of community problems/needs. Participate in local ecumenical/community activities.
- Work with Session to craft and communicate a direction for our church. Include the congregation in the process and ultimately “engage” everyone in our faith journey.
- Provide shut-in communion and counseling services as needed
- Attend Presbytery meetings
- Respect the history of the church
- Perform full-time designated pastor work schedule as directed by Session

Description of characteristics and qualifications needed in a person who would fill this position.

- A close personal relationship with Jesus Christ and a desire to lead others to His love and compassion
- Hands on relationship with congregation – approachable, nurturing, someone who becomes a vital part of our church family
- An enthusiastic leader with the courage to challenge and grow our church through evangelism and the introduction of new ideas and different perspectives
- Honest, open nature with energy, passion, and a positive team spirit
- Strong interpersonal skills, especially in working with the staff and boards
- Ordained PC(US) minister with six (6) or more years experience
- Experience with congregations needing continued stabilization after conflict
- Ability to work collaboratively with Session and to foster intra-board communications in collaboration
- Must have strong communication skills

Primary Skill Choices: Select up to 10 skills from the list below which you would like to see in the person filling this position.

- | | |
|---|--|
| <input type="checkbox"/> Administration of Programs | <input type="checkbox"/> Administrative Leadership |
| <input type="checkbox"/> Adult Ministry | <input type="checkbox"/> Budget Preparation |
| <input type="checkbox"/> Building Renovation/Property Development | <input type="checkbox"/> Children's Ministry |
| <input type="checkbox"/> Choir Directing | <input checked="" type="checkbox"/> Communication (Written/Oral) |
| <input type="checkbox"/> Community Ministries | <input type="checkbox"/> Community Service and Leadership |
| <input type="checkbox"/> Conflict Management/Mediation Skills | <input type="checkbox"/> Congregational Communication |
| <input type="checkbox"/> Congregational Fellowship | <input type="checkbox"/> Congregational Home Visitation |
| <input checked="" type="checkbox"/> Congregational Redevelopment/Revitalization | <input checked="" type="checkbox"/> Corporate Worship/Sacraments |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Cross Cultural Collaboration/Cultural Proficiency |
| <input type="checkbox"/> Curriculum Building | <input type="checkbox"/> Defining Program Needs |
| <input type="checkbox"/> Development of New Educational Experiences | <input type="checkbox"/> Ecumenical and Interfaith Activities |
| <input type="checkbox"/> Evaluation of Program and Staff | <input checked="" type="checkbox"/> Evangelism |
| <input type="checkbox"/> Facility Management | <input type="checkbox"/> Family Ministry |
| <input type="checkbox"/> Financial Management | <input type="checkbox"/> Fund Raising |
| <input type="checkbox"/> Governing Body Ministry | <input type="checkbox"/> Group Process Facilitation |
| <input type="checkbox"/> Hospital and Emergency Visitation | <input type="checkbox"/> Information Technology |
| <input type="checkbox"/> Instrumental Music | <input type="checkbox"/> Involvement in Mission Beyond Local Church |
| <input checked="" type="checkbox"/> Leadership Development | <input type="checkbox"/> Leadership of Staff/Volunteers |
| <input type="checkbox"/> Leading Music Ministry | <input type="checkbox"/> Legal/Tax Matters |
| <input type="checkbox"/> Management of Building Usage | <input type="checkbox"/> Management of Equipment Resources |
| <input type="checkbox"/> New Church Development | <input type="checkbox"/> Office Management |
| <input type="checkbox"/> Older Adult Ministry | <input type="checkbox"/> Organization /Administration |
| <input type="checkbox"/> Organizational Leadership and Development | <input type="checkbox"/> Parliamentary Expertise |
| <input checked="" type="checkbox"/> Pastoral Care | <input type="checkbox"/> PCUSA Polity/Constitutional Knowledge |
| <input checked="" type="checkbox"/> Preaching | <input type="checkbox"/> Problem Solving/Decision Making |
| <input type="checkbox"/> Project Management | <input type="checkbox"/> Public Relations |
| <input type="checkbox"/> Rural Ministry | <input type="checkbox"/> Scholarship/Publishing |
| <input type="checkbox"/> Small Membership Church Ministry | <input checked="" type="checkbox"/> Spiritual Development |
| <input type="checkbox"/> Staffing/Human Resources | <input type="checkbox"/> Stewardship and Commitment Program |
| <input checked="" type="checkbox"/> Strategic Planning | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Training Volunteers | <input type="checkbox"/> Transitional/Interim Ministry |
| <input type="checkbox"/> Urban Ministry | <input type="checkbox"/> Young Adult Ministry |
| <input checked="" type="checkbox"/> Youth Ministry | |

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(USA).

Minimum **Effective** Salary \$39,569.00

Maximum **Effective** Salary \$49,100.00

Housing Type Manse
 Housing Allowance
 Open To Either
 Not Applicable (*For Non-pastoral Positions Only*)

Geographic Choices.

Suggest individuals from anywhere in the United States (or)

Suggest individuals only from specific areas checked below:

- | | |
|--|---|
| <input type="checkbox"/> Alabama | <input type="checkbox"/> Alaska |
| <input type="checkbox"/> Arkansas | <input type="checkbox"/> Arizona |
| <input type="checkbox"/> California | <input type="checkbox"/> Colorado |
| <input type="checkbox"/> Connecticut | <input type="checkbox"/> District of Columbia |
| <input type="checkbox"/> Delaware | <input type="checkbox"/> Florida |
| <input type="checkbox"/> Georgia | <input type="checkbox"/> Hawaii |
| <input type="checkbox"/> Idaho | <input type="checkbox"/> Illinois |
| <input type="checkbox"/> Indiana | <input type="checkbox"/> Iowa |
| <input type="checkbox"/> Kansas | <input type="checkbox"/> Kentucky |
| <input type="checkbox"/> Louisiana | <input type="checkbox"/> Maine |
| <input type="checkbox"/> Maryland | <input type="checkbox"/> Massachusetts |
| <input type="checkbox"/> Michigan | <input type="checkbox"/> Minnesota |
| <input type="checkbox"/> Mississippi | <input type="checkbox"/> Missouri |
| <input type="checkbox"/> Montana | <input type="checkbox"/> Nebraska |
| <input type="checkbox"/> North Carolina | <input type="checkbox"/> North Dakota |
| <input type="checkbox"/> New Hampshire | <input type="checkbox"/> New Jersey |
| <input type="checkbox"/> New Mexico | <input type="checkbox"/> New York |
| <input type="checkbox"/> Nevada | <input type="checkbox"/> Ohio |
| <input type="checkbox"/> Oklahoma | <input type="checkbox"/> Oregon |
| <input type="checkbox"/> Pennsylvania | <input type="checkbox"/> Puerto Rico |
| <input type="checkbox"/> Rhode Island | <input type="checkbox"/> South Carolina |
| <input type="checkbox"/> South Dakota | <input type="checkbox"/> Tennessee |
| <input type="checkbox"/> Texas | <input type="checkbox"/> Utah |
| <input type="checkbox"/> Vermont | <input type="checkbox"/> Virginia |
| <input type="checkbox"/> Washington | <input type="checkbox"/> West Virginia |
| <input type="checkbox"/> Wisconsin | <input type="checkbox"/> Wyoming |
| <input type="checkbox"/> x-International | |

CIF (Part II) - Step 6 of 7

Equal Employment Opportunity

"The Presbyterian Church (U.S.A.) shall give full expression to the rich diversity within its membership and shall provide means which will assure a greater inclusiveness leading to wholeness in its emerging life. Persons of all racial ethnic groups, different ages, both sexes, various disabilities, diverse geographical areas, different theological positions consistent with the Reformed tradition, as well as different marital conditions (married, single, widowed, or divorced) shall be guaranteed full participation and access to representation in the decision making of the church." (G-4.0403)

"(The Committee on Ministry) shall provide for the implementation of equal opportunity employment for ministers and candidates without regard to race, ethnic origin, sex, age, marital status, or disability. In the case of each call, it shall report to the presbytery the steps in this implementation taken by the calling-group." (G-11.0502g)

"...Care must be taken (by the Pastor Nominating Committee) to consider candidates without regard to race, ethnic origin, sex, marital status, age, or disabilities." (G-14.0502b)

FORMS OF GOVERNMENT PRESBYTERIAN CHURCH (U.S.A.) See Also: Form of Government (G-10.0102n) (G-11.0502d, G-13.0201b)

Every Presbytery Committee on Ministry is to inform each Pastor Nominating Committee of its constitutional obligations and how it might assure fairness in the calling process.

Has the presbytery's Committee on Ministry thus counseled with the Pastor Nominating Committee regarding Equal Employment Opportunity?

Yes

No

Each Pastor Nominating Committee is expected to undertake its search for a minister 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 affirmed to the Presbytery Committee on Ministry its intention to follow the Form of Government in this regard?

Yes

No

CIF (Part II) - Step 7 of 7

Pastor Nominating Committee/Search Committee Chairperson Detail:

Name Trish Lutterbie
Address 3058 Sorbus Drive
City Hamilton State Ohio Zip Code 45013
Preferred Phone (513) 738-3704 after 4p
Alternate Phone co-chairperson, Emily Miller (513) 335-7134
FAX (church) 513-738-2060
E-mail Address for PNC Communications: churchoffice@thevenicechurch.com

Endorsements

Pastor Nominating Committee
or Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Committee on Ministry _____ Date _____
Signature

Rev. 9/2006

When you enter your CIF online, the CLC system will generate an email to your Clerk of Session and Committee on Ministry moderator for approval of the CIF. Once the CIF is submitted, the Clerk of Session and COM moderator may log in to the system and approve the CIF without waiting for the email. If you prefer, you may obtain the signatures of the PNC moderator, Clerk of Session, and COM moderator and fax this sheet to our office at 502.569.5870. This generally speeds up the approval process. Be sure to include the name, city, state, and ID number of your church on the faxed information. If you have questions, please call toll free 888.728.7228 extension 8550.