



**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 03719 \_\_\_\_\_  
Ministry Name First Presbyterian Church of New Canaan \_\_\_\_\_  
Mailing Address 178 Oenoke Ridge Road \_\_\_\_\_  
City New Canaan \_\_\_\_\_ State CT \_\_\_\_\_ Zip Code 06840 \_\_\_\_\_  
Telephone Number 203-966-0002 \_\_\_\_\_ Fax Number 203-966-0137 \_\_\_\_\_  
Email info@fpnc.org \_\_\_\_\_  
Web site www.fpcnc.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 147



**Church School Attendance** 30

**Church School Curriculum** Spark: Rotation Model and Feasting on the Word for Teens

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

1.2% Asian

1.5% Black or African American (African Native, Caribbean)

\_\_\_\_\_ Hispanic Latino/Latina, Spanish

\_\_\_\_\_ Middle Eastern

\_\_\_\_\_ Native Hawaiian or Other Pacific Islander

97.3% White

Other \_\_\_\_\_

Presbytery \_\_\_\_\_ Southern New England Presbytery \_\_\_\_\_ Synod Synod of the Northeast

**Community Type (select one)**

\_\_\_\_\_ College \_\_\_\_\_ Rural X Suburban

\_\_\_\_\_ Small City \_\_\_\_\_ Town \_\_\_\_\_ Urban

\_\_\_\_\_ Village \_\_\_\_\_ Recreation \_\_\_\_\_ Retirement

\_\_\_\_\_ N/A

**Clerk of Session Contact Information:**

Name Scott Beyer

Address 27 Turtle Back Road

City New Canaan State CT Zip Code 06840

Preferred Phone 203-434-1684 Alternate Phone 203-972-1110

E-mail scottbeyer101@gmail.com 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>
	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)
<u>Above 10 yrs</u>	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) \_\_\_\_\_

**\*Employment Status**

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

**Is this a yoked congregation?**  No                      \_\_\_\_\_ Yes

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

**Clergy Couple** (Are you open to a clergy couple?) Yes  No \_\_\_\_\_

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

Interim/Transitional Ministry Training	<input checked="" type="checkbox"/>	Interim Executive Presbyter Training	_____
Certified Christian Educator	_____	Certified Business Administrator	_____
Certified Conflict Mediator	<input checked="" type="checkbox"/>	Clinical Pastoral Education Training	_____
Other	_____		

**Language Requirements**

<input checked="" type="checkbox"/> English	_____ Spanish	_____ Korean	_____ French
_____ Arabic	_____ Armenian	_____ Creole	_____ Portuguese
_____ Japanese	_____ Russian	_____ Swahili	_____ Burmese
_____ Cambodian	_____ Indonesian	_____ Laotian	_____ Thai
_____ Vietnamese	_____ Taiwanese	_____ Cantonese	_____ Mandarin Chinese
_____ Twi	_____ Sign Language	_____ Other	

**Statement of Faith Required**  Yes                      \_\_\_\_\_ No

**Mission Statement**

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

To LIVE SPIRITUALLY: As a CATHEDRAL FOR THE HUMAN SPIRIT we strive to enrich the spiritual and cultural life of our community. We celebrate the interconnectedness of the sacred and the



secular, outstanding music and liturgy, an expansive Choir School, and innovative dramatic and visual arts.

**To LOVE INCLUSIVELY:** As a CONGREGATION OF INCLUSIVITY we strive to welcome all people into the life of our church. We are a friendly and caring church where people of all ages, backgrounds, and life situations are always welcomed, and where our differences are celebrated and respected. We encourage openness and building bridges of trust and love.

**To LEARN CONTINUOUSLY:** As a CENTER FOR PROGRESSIVE CHRISTIANITY we strive to nurture the development of resilient faith and noble values. We are “a thinking person’s church.” We believe that all of life’s big questions are spiritual, and while there are no easy answers, we seek to provide an open forum in which to explore them. We seek to deepen our commitment to the truth of our Christian faith while at the same time discovering and respecting the truth of others’ beliefs.

**To LEAVE A LEGACY:** As a CATALYST FOR SOCIAL CHANGE we strive to make a meaningful difference in the world and leave it a better place than we found it. We are committed to the ministry of the laity in society. We seek to be the hands and heart of God, loving others by sharing our time, talents, and resources, inspiring and empowering individuals to become all they can be, as well as creating just social structures.



## 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 of New Canaan (FPCNC) is an inclusive and welcoming church for those who seek an open, progressive view of Presbyterian theology. We aim to be the heart and hands of God in the world around us by living spiritually, challenging ourselves with continuous education, sharing our time and resources inclusively, hoping to leave the world a more loving and peaceful place than the one we inherited.

We envision someone who seeks out opportunities to interact with long-term members of the church community, understand the needs of newer church members and identify opportunities to raise the profile of the church in the New Canaan community. Thoughtful and compelling weekly sermons are important to the church community, but there is also a vision for a minister who takes an active role in the broader community so that FPCNC takes on a thought and spiritual leadership role in the community.

We help our community and beyond with the assistance of our Outreach Committee; they organize intergenerational mission work in local, regional and international venues. The Middle School and High School youth take two mission trips each summer – recent trips have included Super Storm Sandy Relief in NJ, Providence, Belize and Alaska; as well as spiritual pilgrimage trips to Iona, Scotland for our High School youth every third year. This summer our youth and parent chaperones are headed to Boston and Costa Rica. In addition, our Senior Pastor took a group of adults on a mission trip to Guatemala.

Our outreach is made more meaningful through hands-on experience by preparing and serving food at New Covenant House, contributing and stocking New Canaan Food Pantry, knitting clothes for others in our Dorcas Sewing Circle, collecting change for PCUSA Hunger Relief and local food pantries with our "Cents-ability" drive, building homes with Habitat for Humanity, and providing spiritual fellowship for local physically and cognitively challenged individuals in our "New Canaan Special Church."

Our Deacon's Fund assists parishioners in need, while our trained Stephen Ministers offer compassionate support to fellow congregants.

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

We would like someone who can come in, evaluate the church's systems and processes and in a dedicated, diplomatic and thoughtful way, help to bring the congregation together to be a stronger unit. New Canaan is a community noted for its strong public schools and bringing in young families. We would like to offer programs that appeal to that demographic. However, FPCNC has many different constituencies within the church community. There are core values that should be developed and strengthened to unify the church community.

The former Senior Pastor left after a period of conflict – therefore one of the interim goals is to seek to understand the roots of that conflict, address and heal them and find new ways of moving into the future God has set out for the church.



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

If the interim pastor can appeal to all constituencies and engage them in a unified way, we can then devote our collective strengths and energy to focus on other items such as Outreach, education, mission projects, music and building a stronger identity within New Canaan.

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

A uniter, leader, engaging and charismatic, organized (ability to digest a lot of information quickly), a listener, outgoing.

- Ability to work effectively with other staff as Interim Pastor/Head of Staff
- Ability to work with congregational membership and leadership
- Ability to understand the church both as a system and as a community of people
- Ability to visualize, propose, and implement effective change in the whole system and its various parts

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

He/she will serve as Head of Staff and bring the staff together (along with the congregation). He/she will oversee the internal/external programs, some of which are strong, and some of which need improvements.

**As Interim Pastor Head of Staff**

- Meet regularly with the session and staff in planning and doing the work of the church.
- Be organized to create ministry opportunities, including small groups, Sunday school, volunteer days, and special events.
- Be attentive of pastoral care of the congregation, particularly with older adults. Visiting those who need special attention, prospects and new members, contact visitors, and provide pastoral care to new parents.
- Supervise the staff with the consultation of the personnel committee.
- Work with staff of First Presbyterian and others to identify mission opportunities for students and adults both locally and globally.
- Work with the Stewardship Committee to increase commitment to the work of the church especially among millennials.
- Work with the staff in developing new and creative ways to worship.
- Encourage participation in worship for all ages.

**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)

1. [www.fpnc.org](http://www.fpnc.org)
2. <https://www.facebook.com/First-Presbyterian-Church-of-New-Canaan-115434718479211/>
3. <https://www.ncps-k12.org/>
- 4 - [https://en.wikipedia.org/wiki/New\\_Canaan,\\_Connecticut](https://en.wikipedia.org/wiki/New_Canaan,_Connecticut)







**\*LEADERSHIP COMPETENCIES**

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

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>		
	<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>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>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.	<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>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>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>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.
	<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>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)
	<b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.	



**ORGANIZATIONAL LEADERSHIP**

	<b>Advisor</b> – an individual others turn to for counsel and guidance; provides coaching; expertise for congregations or other organizations.	X	<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.	X	<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.	X	<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.		<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.
X	<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>		
	<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.	X <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.
	<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.	<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
X	<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 \$ 143,866 \_\_\_\_\_ Maximum **Effective** Salary\$ 160,000 \_\_\_\_\_

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?

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 Joan Priest \_\_\_\_\_

Address 117 Elys Ferry Road, Lyme, CT 06371 \_\_\_\_\_

Phone Numbers 203-434-5009 \_\_\_\_\_

Relation Former Parish Associate of FPCNC \_\_\_\_\_

E-mail Joanpriest392@gmail.com \_\_\_\_\_

Name Chris Tate \_\_\_\_\_

Address 330 Laurel Road, New Canaan, CT \_\_\_\_\_

Phone Numbers (203) 966-2331 or (203) 829-1336 \_\_\_\_\_

Relation Chris Tate was raised in FPCNC and his family including his wife and children are now members. Chris periodically assists with programming and in the pulpit.



E-mail tatecg@yahoo.com  
Name Sean Miller  
Address 1 West Putnam, Greenwich, CT, 06870  
Phone Numbers 203-869-8686 or 240.330.8297 \_\_\_\_\_  
Relation Committee on Ministry Liaison  
E-mail sean.miller@fpcg.org \_\_\_\_\_

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

Name Bob Caird \_\_\_\_\_  
Address 192 W Norwalk Rd \_\_\_\_\_  
City Norwalk State CT Zip Code 06850 \_\_\_\_\_  
Preferred Phone 203-722-4250 \_\_\_\_\_  
Alternate Phone 203-642-3481 \_\_\_\_\_  
E-mail Address for PNC Communications (required): bob.caird@gmail.com \_\_\_\_\_

**ENDORSEMENTS**

Pastor Nominating Committee/  
Search Committee \_\_\_\_\_ Date \_\_\_\_\_

*Signature*

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

*Signature*

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

*Signature*