

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

Mif #: 08429.AH0

Ministry General Information

Ministry Number	08429
Ministry Name	First Presbyterian Church of Montrose
Mailing Address	1840 E. Niagara Road Montrose, CO 81401
Phone	970-249-4732
Fax	
E-Mail	office@fpcmontrose.com
WWW Address	www.fpcmontrose.com
Ministry Size	101 - 250 members

Ethnic Composition	
	Asian 1%
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 2%
	White 96%

Average Worship Attendance	90
Church School Attendance	10
Curriculum	Varies with teacher
Yoked	False
Presbytery	WESTERN COLORADO PRESBYTERY
Synod	SYNOD OF THE ROCKY MOUNTAINS
Community Type	Town

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

Information about the position

Position:	Pastor (for a designated term)
Experience Required:	2 to 5 Years
Specific Title:	Transitional/designated
Employment Status:	Full-time

Language Requirements:	
	English

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

Training/Certificate Requirements:	
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Other Training:	Transitional
Brief Church Mission Statement:	

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Living God's love in community

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

We believe Christ calls each believer into ministry to share his/her gifts. We seek to provide a loving, grace-filled space where individuals come to know Christ and are inspired to share their gifts with passion. We value close interpersonal relationships, are deeply dedicated to studying God's Word together, and are committed to being an outwardly focused body of believers. It is our desire to join in worship that glorifies and celebrates God and prepares us to offer our lives and resources in selfless love and service, both within and outside the church walls. As a multi-generational congregation, we are challenged to adapt our worship expression to a variety of backgrounds and desires. We strive to be a mission oriented church, and we also have a long tradition of being a mentoring and sending church, hosting interns since 1979.

This vision has tarnished in recent years for several reasons: a) the lack of effective pastoral leadership for the past four years, b) the isolation caused by the pandemic, and c) questions about positions considered by PCUSA at the 2020 GA meeting, prompting a new round of difficult conversations about whether the church should leave the denomination.

Going forward, our priorities are: 1) to keep our church family together, caring for them well, and 2) to hire a Transitional Pastor to guide and help us respectfully and prayerfully work through our options. Session is unified, ready to do the hard work and support a new pastor.

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

FPC has a rich tradition as a giving and caring church. The Deacons organize and provide care and support for our church family, and help to outsiders who seek assistance with food, rent, utilities, transportation, shelter. Members volunteer in the local community (i.e., Food Bank, music at assisted living centers, assisting in local schools). Members work with our partner church on the Navajo Nation, and orphanages in India and Uganda. We commit the first 10 percent of our budget to missions. God has blessed us with a large facility that we share with a local MOPS ministry, Community Bible Study, AA groups, Sunshine Patch preschool, and YoungLife ministry.

Currently we find ourselves struggling and facing real hurdles. Committee leadership is weary or lacking. Mission work continues in a self-directed way, largely by those who were already doing it. On Sundays, while we have been blessed with a rotation of people gifted in preaching, we lack cohesive structure in our offerings of worship and music. We feel discouraged after four pastoral candidates expressed a sense of call to come here and changed their mind in the end. Even before the pandemic, Session has found itself being in a reactive position, leaving little energy to focus on positive spiritual direction. We have lost members, some due to the ease of doing church online, some to denominational differences, and some to poor or misunderstood communication. We are an aging congregation. Giving is down.

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

Despite these challenges, our church body loves to be together. We respect each other's values and beliefs, and Session remains hopeful that our church body can make prayerful and God-directed decisions about the future direction of our church. We yearn to be ministry and mission focused again, without our current distractions. We need an effective leader to help us on the path forward.

We completed a New Beginnings Assessment in the fall of 2018. We were evenly split with a primary need/desire to: 1) become more mission focused, or 2) have a more attractational model. Many sensed that we needed the addition of some youthful energy in order to lead and serve.

After adding a second service and seeing some growth, we had difficulty retaining a sense of community across the congregation, and we did not have the depth of worship team support to continue holding two services. Now, with fewer young families in attendance, we need help discerning possible changes to our children's ministry program. We are a multi-generational church and wish to explore what it means to be more intergenerational.

Filling our pastor position will bring us hope. Simply, we have been long in the wilderness and we need fresh leadership and good counsel to survive.

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

Church Leadership Connection

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

Our pastor must live a life that wholeheartedly demonstrates a love and passion for Jesus, and be committed to transforming lives for God's kingdom on earth. We need a pastor who has had Transitional training, a person with energy and positive spirit, who is not afraid to take up the challenge of a worn out church; someone who has patience, listens well, gifted in strategic development, a good collaborator, and able to help us work through inevitable conflict in a loving way. We desire a pastor who is young at heart, comfortable and highly relational with all age groups, a shepherd who is approachable and compassionate. Our pastor should have a hope for the future, coupled with an understanding of cultural trends so that we can embrace a new generation of believers as well as offer refreshment to Christians in our community who yearn for a church family that feels genuine; a place where people can safely agree to disagree on the non-essentials of faith. We look for a joyful and confident leader, one who will encourage staff, Session and lay leaders in ministry and decision-making. We place great importance on biblical preaching that is relevant to our time and life-changing. We hope for a gifted and captivating preacher who uses stories, scripture and examples that resound with God's truth, and who inspires us to steadfast faith, discipleship and service. The person should be eager to embrace the casual, small town, outdoor lifestyle of Montrose.

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

- Spiritual leader, serving as primary preaching pastor, and spiritual advisor to the congregation
- Work with worship committee to plan and oversee worship
- Partner/consult with staff, lay leaders and standing committees to coordinate ministries of the church
- Guide and consult with Deacons to oversee and participate in pastoral care
- Oversee paid and volunteer staff
- Moderate Session
- Guide Session and the congregation through a process of discernment and discovery to stay in or leave the denomination
- Facilitate and guide communication between the congregation and Session
- Encourage us

Optional Links:

Church: FPCmontrose.com
 Town: www.cityofmontrose.org
 Newspaper: www.montrosepress.com
 School District: www.mcsd.org

Leadership Competencies:

Preaching and Worship Leadership

Spiritual Maturity

Communicator

Willingness to Engage Conflict

Decision Making

Strategy and Vision

Collaboration

Interpersonal Engagement

Bridge Builder

Motivator

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$65,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
Rev. Tom Hansen	3940 27-1/2 Rd Grand Junction, CO 81506	970-242-1923	Pastor, friend of the church	revtom@firstpresgj.org

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

Rev. Keri Shelton	678 Orchard Rd Montrose CO 81403	218-230-0313	Former moderator, Session	sheltonkeri@yahoo.com
Rev. Paul Parsons	307 S 2nd St, Westcliffe, CO 81252-8534	512-550-4890	Former pastor of church	pparsons60@gmail.com

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 09/25/2021

Self-referral Contact Information

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