



Ministry General Information

Ministry Name	Presbytery	Synod
Richland Presbyterian Church	Lake Michigan	The Covenant
Email	Preferred Phone	Website Address
fpcrich@firstpresrichland.org	269-629-4944	www.fpcrich.com
Mailing Address	Alternate Phone/Email	Community Type
8047 Church St, Richland, MI 49083		Village
Congregation or Organization Size	Curriculum	Average Worship Attendance
Church School Attendance	Statistical Report	
	https://ogaapps.pcusa.org/api/report/3384	
Intercultural Composition		Released Date
White: 88%, Hispanic/Latinx: 8%, Middle Eastern/North African: 2%, Multiracial: 2%		2/24/2025

Information about the Position

Position Requirements

Position Type(s)	Language Requirements
Transitional/Interim Position	English
Experience Required	Statement of Faith required?
5 to 10 Years	Yes
Specify Title / PT Work Hours (if applicable)	Are you open to a clergy couple?
NA	Yes
Employment Status	
Full-time	
Training/Certificate Requirements	
Interim Ministry Training	

Ministry Requirements

Church Mission/Vision Statement

The First Presbyterian Church of Richland is a fellowship of faith, a congregation of the Presbyterian Church (USA), united in love and loyalty to Jesus Christ and to each other. We are an intergenerational church composed of people from diverse backgrounds, interest, and points of view. Our caring congregation supports spiritual growth through worship, education, and service to our community and to our world.

Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

The Interim Pastor should have 5-10 years of successful experience in guiding Sunday services and administering the comprehensive programs of a modern, community-serving church. He/she should be a biblical scholar (knowledgeable theologian), have excellent people skills when it comes to communication (listening, understanding, speaking), have gone through Interim Certification Training, be comfortable guiding the church through needed changes in preparation for the hiring of an installed pastor, have a knowledge and appreciation for the current and future role of technology. The new Interim should be a self-starter, a good listener, and empathetic. He/she should be appreciative and respectful of the historic nature of our church in the Village of Richland, and promote the continuing positive relationships with the community.

Compensation & Housing

Minimum Effective Salary

70000

Housing Type

Housing allowance

MDP - Narratives

How would you describe the congregation's/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision or program?

By holding values of love, charity, and justice, we try to be a church that inspires positive change, promotes unity, and cultivates a nurturing environment for all community members. Our vision for ministry is to bring the word of the Lord enthusiastically and articulately on Sunday in a highly motivational manner – and serving the administration and outreach functions of the church the rest of the week.

We strive to be a hub for community support services and organizations that assists the Richland Village in confronting critical issues of poverty, social justice, and environmental concerns. We are a church where all are welcome – with a focus on stewardship and sustainability (Earth Care Congregation); social justice and acceptance (LGBTQ+, racial justice, etc.); and addressing issues surrounding the neediest in our community (food insecurity, poverty, etc.). We offer a variety of community-focused outreach programs and partner with various community organizations throughout the year.

What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?

The First Presbyterian Church of Richland was the first church in Kalamazoo County. After 193 years, the vision of the church remains to bring Christ's Word to the Village and surrounding area through Sunday services and everyday outreach to the community. We have a historical presence – being created one year after the Village of Richland was established (1831). The church built its iconic sanctuary/bell tower in 1861 and provided the land for the Village Square (1873) and the community library (1959). The Deacon Brown House (built in 1859 and acquired in 2020) contributes to the beauty and preservation of the historical aspects of the Village. Our church bells and carillon ring hourly and have for decades. See the links below to learn more about the Village Community.

We are a Matthew 25 church. We carry out Earth Care programs for environmental stewardship; sponsor the area Boy Scout Troops (since 1935); oppose discrimination based on gender, race, age, and sexual preference through our Just Love program;

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sponsors the community Food Pantry to fight food insecurity; hosts the Jack and Jill Preschool (founded 1962); and participates in other programs to help the most vulnerable.

After a long Pastoral tenure of 35+ years, it is our desire to work with the Interim Pastor to analyze who we have been as a church and what we want to be going forward. While we want to build on traditions and strengths, we also look for new opportunities to grow and have a greater, positive impact on the lives of our members and the community.

How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

There are several dedicated part-time staff to support both the Sunday services, and the everyday activities of the church. They include Director of Instrumental Music, Choir Director, Sunday School Director, Small Group Ministries Director, Communications Director, Financial Secretary, Office Manager, Sexton, and Financial Administrator. There are also significant volunteers to assist with video streaming/production and other office duties. The Interim Pastor can help analyze staffing and structures to meet continuing needs and provide the necessary coordination to keep operations running smoothly, effectively, and efficiently.

The Interim Pastor will assist in identifying areas of improvement and help guide actions already underway to revise and update by-laws, develop an Operations/Policies Manual, provide guidance in improving outreach activities, and surveying congregation members on significant future directions (mission, vision, values) for the church. The Interim Pastor will guide changes needed to allow our Installed Pastor the opportunity to start fresh with his/her own goals and direction for the First Presbyterian Church of Richland.

Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

The Interim Pastor should have 5-10 years of successful experience in guiding Sunday services and administering the comprehensive programs of a modern, community-serving church. He/she should be a biblical scholar (knowledgeable theologian), have excellent people skills when it comes to communication (listening, understanding, speaking), have gone through Interim Certification Training, be comfortable guiding the church through needed changes in preparation for the hiring of an installed pastor, have a knowledge and appreciation for the current and future role of technology. The new Interim should be a self-starter, a good listener, and empathetic. He/she should be appreciative and respectful of the historic nature of our church in the Village of Richland, and promote the continuing positive relationships with the community.

We further expect the Interim Pastor to assist us in coming to terms with our history and common practices stemming from a 35-year pastoral tenure. Acknowledging that change can be difficult, we hope to honor our history but seek opportunity to grow and improve our service to our members and the community.

What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

The new Interim Pastor will provide motivational preaching and teaching through Sunday worship and liturgy, as well as staff supervision, coordination, and

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support that allows smooth, on-going service to church members and the community. In addition, he/she should be observant of those charged with Pastoral Care and the Deacons and offer advice for improving effectiveness when caring for those in need of spiritual guidance and healing.

The new Interim Pastor should be a leader in the sense of observing current practices, assisting the new Pastor Nominating Committee, and offering insights on changes needed in preparation for a new, Installed Pastor. Included in this could be such administrative issues as advice and support in bringing by-laws, administrative guidelines and policy handbooks up to date, and conducting self-analysis of who we are as a church and the opportunities to more effectively serve in the future.

The Interim Pastor will help empower Session leadership and responsiveness going forward, moderate the Session, and work with Lake Michigan Presbytery on our behalf for positive and authentic change.

Optional Links

First Presbyterian Church of Richland - Website for the First Presbyterian Church of Richland, Sunday Service, youth education, community outreach, and current information. - <https://www.fpcrich.org>

Lake Michigan Presbytery - Organization, administration, and spiritual support for west Michigan Presbyterian Churches - <https://www.lakemichiganpresbytery.org>

Village of Richland (Michigan) - Website for the Village of Richland, business, Village administration and regulations, and history - <https://www.villageofrichland.org>

Richland Area Business Association (RABA) - Website for Richland Township, Richland Village, and Gull Lake Area Businesses - <https://www.facebook.com/richlandareasmallbusinessassoc/>

Richland Area Community Center (RACC) - Website for the Richland Area Community Center, community activities, youth programs, farmers' market, educational and craft events, etc. - <https://www.richlandareacc.org>

References

Reference #1

Reverend Seth Weeldreyer
Session Moderator during transition
269 – 425-5725
Sethw@fpckzoo.org

Reference #2

Anna Merritt
Assistant Director of the Richland
Community Library
269-629-9085
anna@richlandclibrary.org

Reference #3

Nadina Williams-Barrett
Loaves and Fishes Food Pantry
269 488-2617 ext 218
Nadina@Kzoolf.org

Self-Referral Contact Information

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