

## **Position Description for Pastor First Presbyterian Church (PCA) Hinckley Minnesota**

First Presbyterian Church of Hinckley MN, Presbyterian Church of America (PCA) is seeking a pastor with a deep love for Christ and for his people born out of personal experience of his saving grace and love.

### **DESIRED QUALIFICATIONS**

- Meets the requirements to be an ordained pastor in the PCA
- Holds a Master of Divinity Degree
- Adheres to the system of doctrine contained in the Westminster Confession, Larger and Shorter Catechism, and historical creeds of the church, theologically on the conservative side of the PCA
- Relates well to all ages, and seeks to form relationships with church members.
- Respects long held convictions and traditions that have enabled us to be effective in ministry and is confident with correcting and encouraging the congregation toward growth and godliness in grace.
- Effective communicator and teacher of practical reformed teaching both on a small group and a corporate level with a practical teaching style in both the informal and formal settings.
- Recognizes the different shepherding dynamics surrounding those that commute to attend one of the only reformed churches in the area, and those that have been for generations embedded in the church and local community and sees them as intimately connected.
- Has a strong sense of self-awareness, knowing their strengths and weaknesses, and who is regularly being coached, mentored, and participating in further development in order to maintain effectiveness.

### **PRACTICAL DUTIES**

- Daily prays and studies the scriptures
- Responsible for developing and conducting weekly Sunday morning worship services
  - Prepares Christ-centered, expository sermons based directly on biblical texts
  - Conducts services that are complete in their liturgy and include the Word read, preached, prayed, and sung
- Oversees the administration of the sacraments
- Moderator of Session
  - Prepares the agenda and pastoral report for monthly meetings
  - Collaborates with the Session while developing preaching and teaching schedules/themes that address the spiritual needs of the congregation

- Develops plans with the Session for the discipling, shepherding, and discipline of the congregation
- Conducts weddings and funerals
- Maintains regular office hours in the church with oversight from Session
- Visits members of the church, along with the elders, with the expectation of visiting each member in their home at least once a year
- Responsible for a monthly newsletter
- Is trained to provide compassionate biblical counsel to church members in times of joy, such as premarital counseling, and times of distress and grief
- Teaches weekly adult Sunday School or organizes/oversees with the assistance of elders and lay leaders
- Provides training and encouragement to support church leaders and to raise up new leaders

## **ABOUT FIRST PRESBYTERIAN CHURCH:**

### **Our Vision Statement:**

First Presbyterian Church of Hinckley MN exists to promote the glory of God in East Central Minnesota by leading people to eternal hope through faith in Jesus Christ and teaching the joy of loving Christ and their neighbors with all their heart, soul mind and strength.

#### **1. Firmly Committed to the Truth and Authority of Scripture:**

We believe that God's word in the Bible is His inspired, infallible, inerrant and authoritative word to us. The Bible guides, encourages and transforms us through the Holy Spirit to live a new life committed to growing in love and awe of God.

2. True to the reformed tradition as laid out by the historic Westminster Standards-based firmly on sound doctrine and seeking to balance "revival" with "reformation."

3. Obedient to the great commission through the ministry of the Word and the incorporation of new converts into the church as well as significant ministry to the needy through deeds of mercy and service.

4. Committed to guarding and strengthening the church family with an emphasis on regular fellowship.

5. Committed to worship that practices the presence and power of God. Our worship is liturgical and traditional. The music is generally traditional hymns with some more modern hymns/songs that are adaptable to traditional accompaniment and singing. Please see our church's position paper regarding our worship convictions.

- <https://firstpreshinckley.org/worship-2/>

## **Our Ministry Team and Staff:**

Our faithful team, under the leadership and oversight of an active Session, equips us to carry out our vision of hearing the gospel and living out its implications in our community. First Presbyterian, Hinckley has several active, diverse lay leaders, an active trustee board, a missions team, and an active Session that include:

- 1 full-time Pastor
- 1 part-time Secretary
- 4 Ruling Elders
- 6 Trustees
- 5 Member Missions Committee
- 6 Membered leadership team for “Women In the Church” ministry
- Various youth ministry leaders
- Custodian

## **Presbytery Involvement:**

Hinckley First Presbyterian Church Elders are very active participants In Siouxlands Presbytery (PCA) including past Moderators, past and present Stated Clerks, and active participants in Presbytery Committees and Commissions. We have consistently supported Siouxlands church planting and RUF initiatives. We last hosted Presbytery in September 2020 (postponed from April 2020 Due to COVID).

## **Church Demographics:**

We are a Church with deep roots in the local community that also draws members from the wider area by consistently preaching a Christ Centered, scripturally sound, theologically reformed gospel message.

- Located in a rural community
  - 75 miles north from Minneapolis; 75 miles south from Duluth
  - Hinckley is a small town with a population of around 1,800 people. We serve members from as far south as Blaine, as far west as St Cloud, as far north as Askov, and as far east as the Wisconsin border.
  - Our church was formed in the 1880's and has been a testimony ever since
- Church Congregants
  - 84 communicant members and 24 non-communicant members
  - Weekly average attendance: 81
  - 50 adults over 65
  - 47 adults under 65
  - 5 teenagers
  - 24 children
- Church Finances
  - Total Income: \$160,816 + Missions (see Missions below)

- Benevolent disbursements: \$1,500
- Church expenses: \$94,816
- Current pastor's compensation package (salary and benefits): \$66,000

\*\*Note: The prospective pastor's compensation package will be determined at a future date. Experience, family circumstances, personal needs, etc. will be taken into consideration.

### Church Activities:

Below you will find a summary of the activities of our church. We do not expect the pastor to be the driving force behind all of our church's ministries, but we do expect him to be relationally present, to pray, participate, and visit with people at church events and ministries. The traditional pastoral involvement in each activity is indicated. Please see above for required expectations in the "Practical Duties" section of this document.

- **Missions:** One of our core beliefs is that the Gospel of God's salvation in Jesus Christ must be spread to all the world as a witness before Jesus Christ returns. The fulfillment of the "Great Commission" (Matthew 28:18-20) in both our local community and across the globe is a constant goal of our church body. The mission's budget is in addition to the total income of the church stated above. The mission's yearly expenses average \$20,750. **Session provides oversight.** We formally support the following missions:
  - **Local:**
    - Pregnancy Resource Center – Pine City, MN
    - A Place for You - Pine City, MN  
Transitional shelter that serves as a safe place for people in distress
    - Grindstone Lake Bible Camp – Sandstone, MN  
GLBC is an evangelical, interdenominational camp that was formed in 1931 by a group of pastors and lay people in mid-eastern MN. Historically, our church has supported this ministry from its inception not only financially but with several pastors, elders, and members serving on the advisory board as well as staff.
    - Harvest Christian School – Sandstone, MN  
A pre-K through 12th grade Christian school located in Sandstone, MN. Several members of our congregation are staff or volunteer at the school.
  - **Global:**
    - Elwood and Brenda Nelson (AIM) - East Africa
    - Donnie and Kara (MTW) – West Africa
    - MNA Chaplain Ministries
    - Dan and Becky Young (MTW) – McAllen, TX
    - Ross and Jane McAfee (OM) – Peachtree City, GA
    - Bill and Susan Carr (Mokahum Ministry) – Bemidji, MN
    - Brandon Hann (RUF) – University of Minnesota

- **Church Fellowship:** Our church body strives to spur each other on to love and good deeds, and a deeper knowledge and understanding of God's character. We have events throughout the year designed to enjoy the gift of friendship and community God has blessed us with. **Pastor expected to promote and participate as appropriate.** Traditionally these events have included the following:
  - Fellowship meals every 5th Sunday
  - Soup and sandwiches following Sunday Worship throughout the month of January
  - Summer family picnic
  - Easter morning breakfast
  - Annual Christmas outing
  - Annual Women's summer outing
  - New Years Eve Family Fun and Game Night
  - Many other celebrations and get-togethers throughout the life of the church
- **Sunday School:** Currently we have 2 weekly children's Sunday School groups and an Adult Sunday School. As needed, the pastor led a youth/young adult group through the Westminster Catechism in preparation for church membership, as well as adult church membership classes. **Pastor is expected to lead and oversee.**
- **Youth Group:** Currently led by a ruling elder and his wife with 3-5 regular attendees ranging from 7th-12th grade. They meet regularly on Wed evenings, assist with VBS, Christmas program, and have various fellowship activities throughout the year. **Pastor provides oversight.**
- **Summer Gospel Concerts:** 2020 marked the 21st year of ministry of music and gospel testimony each Saturday evening in June/July/Aug featuring various gospel groups from around the region and across the country. In 2019 attendance averaged over 125, with a high of 185. 2020 brought the challenge of COVID-19 and decreased numbers, however we were still able to continue the ministry throughout the majority of the summer. **Pastor provides oversight.**
- **Vacation Bible School:** In 2019, 12 students were registered for the week of VBS. 14 adults and youth volunteered throughout the week. Pastor participated and presented gospel lessons throughout the week. **Pastor provides oversight, participation, and relational presence.**
- **Covenant Kids:** Traditionally met on Wednesday evenings during the school year, starting with a simple family "Dinner for a Dollar". Typically, the pastor led with singing, a Bible Story and discussion, and a craft. Many fellowship events have been held including a sledding party, family swim night, and the annual Pinewood Derby. Currently, Covenant Kids has been on hold due to lack of attendees. Many of the children of the church live some distance away and it is difficult for families to take advantage of the Wed evening ministry, COVID-19 has put many activities on hold as well. **Pastor provides oversight, assistance with organization, participation, and relational presence.**
- **Reformed Bible Conference:** Annual conference (currently in 16th year) open to the community with the pastor speaking and various guest speakers, usually

occurring on Sunday evenings March-Palm Sunday each year. **Pastor provides pastoral leadership, organization, participation.**

- **WIC (Women In the Church):** We have an active WIC group who frequently organizes fellowship meals, funeral meals, goodies following events, monthly women's Bible study, sewing days, Christmas shoebox ministry, supporting local ministries, day trips. **Pastor provides oversight.**
- **Release Time:** Local public elementary school children sign up to be released from class to attend a weekly Bible study, approximately 45 min in length. The 2019-2020 school year brought 7 regular attendees, and it is currently on hold due to COVID-19. **Pastor provides oversight.**
- **Holiday Programs:** Yearly Christmas concert, Christmas Eve candlelight service, Thanksgiving Eve service, Good Friday service, Easter Sunrise service. **Pastor provides oversight, organization, participation, and relational presence.**

### **Our Home:**

First Presbyterian Church is located in Hinckley, MN, a small town in East Central Minnesota. Hinckley is commonly referred to state-wide as the "half-way" point between the Twin Cities and Duluth. We are located on Interstate 35, approximately 75 miles from each of these major Minnesota population centers. We are a frequent stopping point for those traveling "Up North" on I-35 from the Twin Cities to Duluth, the north shore of Lake Superior, or the great northlands of Minnesota. Many stop at Tobies Bakery for a famous doughnut or refreshment. We often find a line of cars passing by church on a Sunday afternoon, heading back home from adventures in our area or farther north.

Those of us who call Hinckley home, love it primarily because of the kindness of the people. We have the benefits of small town America with the opportunities that quick, easy access to both Duluth and the Twin Cities offer. One can be fishing at a remote lake in the morning and catch a flight out of MSP or a Twins baseball game in the afternoon. The local chamber of commerce hosts many popular activities including the Corn and Clover Carnival, the Smokin' Ribfest, and the Widow's Weekend Craft show (always held on the deer hunting opener, hence "Widow's Weekend"). Hinckley has a population of approximately 1,800 people. The city is approximately 82% white, >10% Native American.

Many view the beauty of the outdoors as the greatest draw to the area. The land has provided a home and a farming income for many generations of the families of our church. However, the dominant industry in the area is no longer agricultural, but recreational. The land provides endless opportunities to get outdoors and enjoy God's creation. The Grindstone, Kettle, and St Croix River offer endless activities including fishing, kayaking, and canoeing. Many local lakes offer opportunities for boating and fishing as well. We are within 20 minutes of two Minnesota state parks including Banning State Park, and St Croix State Park. We are 20 minutes from the St Croix National Riverway, and 2 state forests. The Munger State Trail is one of the longest paved bike trails in the world, offering 72 miles of a safe, smooth ride all the way to Duluth. ATV

sports, hiking, camping, horseback riding are all common activities in the parks and forests.

Minnesotans are well known for embracing the beauty of winter, dressing warm, and heading out to cross-country ski, snowmobile, ice-fish, snow shoe, ice skate, or play a game of hockey. Many locals also take advantage of an abundant deer population and the annual deer hunting opener is a festive occasion.

Of course the Minnesota Vikings, Twins, Timberwolves, Wild, are the local favorites. Considering we are only 30 miles from Wisconsin, most enjoy a healthy rivalry with the Green Bay Packers.

Hinckley has become well known in the area as the home to the Grand Casino and Hinckley Hotel. The Grand Casino draws many people to the area and is one of the area's largest employers. Hinckley First Presbyterian church is often identified as the "church across the street from the casino", and yes, we are located directly across the street. The casino brings many visitors from out of town. Our close proximity to the casino allows us to welcome occasional Sunday worship and summer gospel concert visitors.

Hinckley is home to Hinckley-Finlayson Public Elementary School and Public High School. Harvest Christian School is located in Sandstone, MN, approximately 20 min farther north on I-35, and several of our current members are staff or volunteers at Harvest. Minnesota is a home-schooling friendly state and there is a robust home-schooling community in the area. Our church is represented in these three schooling options.

Our small town has access to several health care options as well as the proximity to specialists in the Twin Cities and Duluth. Gateway Family Health Clinic and Welia Health clinic are available. Welia is affiliated with Welia Health hospital and clinic in nearby Mora. Sandstone hospital is affiliated with a larger hospital group in Duluth, Essentia Health, and is located in nearby Sandstone, only 20 minutes north on I-35.

While we are a small town, the local chamber of commerce has approximately 100 members. Businesses include the famous Tobies restaurant and other local short-order restaurants, Daggett's Fresh Food grocery store, and hardware store, movie theater, antique mall. Hinckley also offers a golf course and the high school has an indoor pool open to the public. If you are unable to find what you need in town, there is easy access to Walmart, only 15 miles south on I-35.

Hinckley's history begins with the settlement of the Ojibwe who trapped, hunted, and traded furs. The Ojibwe culture is still vibrant throughout the area. Portions of the Mille Lacs Indian Reservation are located within and adjacent to Hinckley. A defining historical event was "The Great Hinckley Fire" of 1894 in which a fire storm devastated the town and surrounding area, killing more than 400 people and resulting in regional

repercussions felt throughout the following century. The local Hinckley Fire Museum is a great place to learn more about this catastrophic event and the area's recovery from it.

While we are very proud of our beautiful home, we experience the fallen nature of the world just like everyone else. We face many of the same challenges that are sweeping across rural America. We live in an area with many who are in need of hearing the good news of the gospel. We are thankful for our location and the opportunity to reach the people of our region with the good news of the Gospel.

### **Our History:**

In 1882, Presbyterian Society initially met as a small group in the Hinckley village school house and in individual's homes. In 1888, trustees purchased a lot for the sum of \$125. On this lot the First Presbyterian Society building was erected. Tragedy struck six years later. September 1, 1894 the church building was destroyed and 25 congregation members lost their lives in, what later became known as, the Great Hinckley Fire. Fast forward 103 years, First Presbyterian Church built its current church building in 1997. This was made possible through many generous individuals giving gifts God had given them. Gifts of prayer, labor, memorials, monetary, and property.

During the first century, First Presbyterian has taken many paths leading to where we are today. In 1918 the congregation accepted an invitation by the Methodist-Episcopalian Congregation to worship with them. This resulted in the merging of the Methodists with the Presbyterians, and the Episcopalians building their own church. In 1954 the name "First Presbyterian Society" was changed to "First Presbyterian Church". In 1980's, members of the First Presbyterian Church of Hinckley decided to split from the Presbyterian Church in the U.S.A. and join the Presbyterian Church of America (PCA). This change in direction to Reformed Theology initiated the process for our church family's growth in the knowledge of God, through studying biblical theology that teaches the scriptures are the inerrant Word of God. For the last 30 years, our congregation has been blessed to be under the ministerial care of a long-term pastor whose calling has been to teach the Gospel and demonstrate what it is to keep Christ as the Cornerstone at First Presbyterian Church.

## **APPLICATION PROCESS:**

We are pleased at your interest in serving with us at First Presbyterian Church (PCA) of Hinckley, Mn. We ask that you submit the following items to [firstpreshinckley@gmail.com](mailto:firstpreshinckley@gmail.com) to begin the application process:

- Cover Letter
- Resume
- Ministerial Data Form
- Reference Contact Information (References will not be contacted unless the candidate is made aware)

Serving together in Christ,  
First Presbyterian Church, Pastor Search Committee

Ben Wiener, R.E.  
Robert Sikkink R.E  
Monte Dybvig  
Joel Barr  
Leah Haverhals  
Carrie Rockensock  
Joshua Jore