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: 12340
Ministry Name: LiveOak Church: A Presbyterian Congregation
Mailing Address: 1195 Sonny Drive
City: Leander State: Texas Zip Code: 78641
Telephone Number: 512-775-5714 Fax Number: N/A
Email: elders@liveoak-church.org
Website: www.liveoak-church.org

Congregation or Organization Size (Select one)

- [X] Under 100 members
- [ ] 101 - 250 members
- [ ] 251 - 400 members
- [ ] 401 - 650 members
- [ ] 651 - 1000 members
- [ ] 1001 - 1500 members
- [ ] More than 1500 members
- [ ] N/A

Revised 3/2016
Average Worship Attendance:  50 to 75
Church School Attendance:  30 to 40
Church School Curriculum:  Orange

☐ 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
___ Asian
1% Black or African American (African Native, Caribbean)
4% Hispanic Latino/Latina, Spanish
___ Middle Eastern
___ Native Hawaiian or Other Pacific Islander
95% White

Other ______________________________

Presbytery: Mission ________________________  Synod: Synod of the Sun ______________________

______

**Community Type (select one)**

___ College __________________ Rural  X___ Suburban
___ Small City ________ Town  ____ Urban
___ Village ________ Recreation  ____ Retirement
___ N/A

**Clerk of Session Contact Information:**

Name: Beth Kropf

Address  924 Dexter Dr.

City  Leander  State  Tx Zip Code  78641

Preferred Phone: 512-767-5795  Alternate Phone ______________________

E-mail elders@liveoak-church.org  FAX ______________________

Revised 3/2016
*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)

<table>
<thead>
<tr>
<th>Years of Experience</th>
<th>Position Type</th>
<th>Years of Experience</th>
<th>Position Type</th>
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</thead>
<tbody>
<tr>
<td>5+</td>
<td>Solo Pastor</td>
<td></td>
<td>General Assembly Staff</td>
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<tr>
<td></td>
<td>Head of Staff (Multi-staff Pastor, who supervised two teaching elders and other staff)</td>
<td></td>
<td>Church Business Administrator</td>
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<td></td>
<td>Head of Staff (supervised one teaching elder and other staff)</td>
<td></td>
<td>Executive Director</td>
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<td></td>
<td>Associate Pastor (Christian Education)</td>
<td></td>
<td>Director of Music (non-ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Youth)</td>
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<td>Minister of Music (ordained)</td>
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<tr>
<td></td>
<td>Associate Pastor (Other)</td>
<td></td>
<td>Mission Co-worker (International)</td>
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<td></td>
<td>Pastor (Church Planter, New Worshipping Community)</td>
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<td>Christian Educator (Certified)</td>
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<td></td>
<td>Pastor (Transformation/Redevelopment)</td>
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<td>Christian Educator (non-certified)</td>
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<td></td>
<td>Pastor Interim</td>
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<td>Administrator</td>
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<td></td>
<td>Pastor (for a designated term)</td>
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<td>Funds Developer</td>
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<td></td>
<td>Pastor (Other Temporary i.e., Supply, Student)</td>
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<td>Finance Manager</td>
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<td></td>
<td>Pastor, yoked/parish</td>
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<td>Media Specialist</td>
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<td>Co-pastor</td>
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<td>Communicator</td>
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<td></td>
<td>Executive Pastor</td>
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<td>Coordinator</td>
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<td></td>
<td>Evangelist or Mission Pastor</td>
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<td>Youth Director (non-ordained)</td>
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<td></td>
<td>Bi-vocational/Tentmaker</td>
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<td>Other</td>
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<td></td>
<td>Chaplain</td>
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<td></td>
<td>Pastoral Counselor</td>
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<td>College/Seminary Faculty</td>
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<td>Seminary Staff</td>
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<td></td>
<td>Campus Ministry</td>
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<td>General Presbyter/Executive Presbyter</td>
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<td></td>
<td>Presbytery Leader</td>
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<td></td>
<td>Stated Clerk (Presbytery)</td>
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<td>Synod Executive</td>
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<td>Mid-Council Program Staff</td>
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Revised 3/2016
You may also specify the position title (if appropriate)

*Employment Status

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

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

Clergy Couple (Are you open to a clergy couple?) Yes _____ No _X____

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

Interim/Transitional Ministry Training _____  Interim Executive Presbyter Training _____
Certified Christian Educator _____  Certified Business Administrator _____
Certified Conflict Mediator _____  Clinical Pastoral Education Training _____ X
Other __________________________________________

Language Requirements

X 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 X Yes  _____ No

Mission Statement

What is your congregation’s or organization’s Mission Statement?
LiveOak’s mission is to create a place where every person is welcome to experience the love of God, to foster an atmosphere of grace where we can build the faithful in discipleship while recognizing that nobody is perfect, and to equip our church to live as if anything is possible with God by encouraging our church family to serve God through their unique calling.

Revised 3/2016
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.
LiveOak is a place where we believe anything can happen by welcoming people who grew up in the church and those who are newly discovering their faith. We are looking to grow the church from our current status post-COVID by encouraging spiritual growth, creating experiences for families to participate in together, and finding ways to reach the needs in our community.

We are passionate about reaching our community and have done so by donating to food pantries, giving school supplies to our local school district, promoting Christmas charities like Angel Tree, and generally helping families in need. We create space at LiveOak to experience God in everyday life by hosting backpack blessings prior to school starting, marriage workshops, and interactive services where kids can be involved. Our youth program is vibrant and active and continues to be evidence of God’s faithfulness in the life of LiveOak. We hope to evolve with the lives of those currently in the congregation as they reach new phases of life while continuing to welcome and disciple the next generations.

2. How do you feel called to reach out to address the emerging needs of your community or constituency?
Leander, Texas is a growing community composed primarily of young adults who have children. We need a pastor who is creative about outreach and can connect to the growing community. We feel called by God to seek growth in our congregation by encouraging people to join LiveOak in our mission to spread the gospel to our community and hope to find a pastor who feels the same. Although the demographics show that the majority of the surrounding community are households with children, it is still crucial that community focus is well rounded and built with singles and families without children in mind. We are also looking for a pastor who can foster established ministries and create new ones within the church to strengthen connections among members.

3. How will this position help you to reach your vision and mission goals?
Our next pastor will, we hope, bring much-needed leadership to our church and re-energize our congregation. Due to the pandemic-induced pause in certain ministries and to the current interim period between pastors, we believe our congregation has lost momentum and become somewhat complacent. We wonder if all those who regularly attended prior to the pandemic will return. In order to resume high-quality ministry to the families in our church, we need direction. In order to reach new families in our community, we need energy, and, for us, a key driver of that energy comes from having an engaging

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preacher who gets us excited about following Jesus, being together, and reaching out to those around us. Moreover, based on our recent mission study survey, the congregation is plainly asking for edifying and engaging preaching. We also need leadership for our young staff. They are eager to serve and innovate, and they would benefit from more support and guidance. Despite being part-time, they are integral to important ministries, especially those for our teens and children. Finally, we need a pastor to lead us to a place where we are practicing faithful stewardship to ensure that the church has the resources required to fulfill its mission. Leander and other nearby towns are growing quickly, and opportunities abound. We believe LiveOak is called to fulfill a vital role in furthering the kingdom of God in our area, and we will support a pastor who can lead us in this calling.

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

LiveOak needs a pastor who energetically engages the congregation with biblical teaching and preaching and has a passion for connecting to people right where they are in their lives. LiveOak would also benefit from a visionary who has the ability to inspire people to give of their money, time, and talents for the good of the gospel and for the glory of Jesus Christ. We have incredible opportunities for growth between the creativity of our members, resources such as the 10 acres of land that we own, and a rapidly growing city. We hope to find someone who is a good steward of these resources and has the ability to put vision into action. Our church also has a commitment to spiritual growth as well as reaching our community and to have a pastor with the same commitments would serve us well.

Based on our mission study results, interpersonal engagement, inspiring preaching and effective communication were the clearest requests of our congregation, staff, and session. Having the ability to connect to people and to connect people to one another is incredibly important for this role.

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

The pastor will have oversight of preaching and Bible studies, pastoral care, and staff development. They will also work with the staff and session to set the overall strategy, vision, and mission of the church. The pastor will be responsible for pastoral care including visiting families in need, hospital visitations of our congregation, and performing weddings and funerals as requested. The pastor will work with the session and staff to enhance and support established ministries including the youth and children’s programs, Bible studies, and mission and outreach initiatives. The pastor will also identify potential ministries for LiveOak.

**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)
**THEORETICAL/SPRITUAL INTERPRETER**

| X | Compassionate – 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 | Hopeful – 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. |
| X | Preaching and Worship Leadership: 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. | X | Spiritual Maturity: 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. |
| | Lifelong Learner – 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. | Teacher – 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. |

**COMMUNICATION**

| X | Communicator - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information. | Bilingual – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication. |
| X | Public Communicator - 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. | Media Communicator: Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.) |
| | Technologically Savvy - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry. | |

**ORGANIZATIONAL LEADERSHIP**

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<thead>
<tr>
<th></th>
<th>Advisor – an individual others turn to for counsel and guidance; provides coaching, expertise for congregations or other organizations.</th>
<th>Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation's/organization’s vision and mission.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contextualization</td>
<td>the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.</td>
<td>Culturally Proficient – having solid understanding of the norms, values and common behaviors of various peoples, including direct experience working in multiple cultural and cross-cultural settings.</td>
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<tr>
<td>Externally Aware</td>
<td>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.</td>
<td>Entrepreneurial - 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.</td>
</tr>
<tr>
<td>Risk Taker</td>
<td>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.</td>
<td>Task Manager - 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.</td>
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<tr>
<td>Willingness to Engage Conflict</td>
<td>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.</td>
<td>Decision Making: 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.</td>
</tr>
<tr>
<td>Organizational Agility</td>
<td>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.</td>
<td>Strategy and Vision: 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.</td>
</tr>
<tr>
<td>Financial Manager</td>
<td>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.</td>
<td>Funds Developer – 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.</td>
</tr>
<tr>
<td>Collaboration</td>
<td>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.</td>
<td></td>
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</tbody>
</table>
### INTERPERSONAL ENGAGEMENT

<table>
<thead>
<tr>
<th><strong>Interpersonal Engagement</strong> - 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.</th>
<th><strong>Bridge Builder</strong> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Motivator</strong> - 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.</td>
<td><strong>Personal Resilience:</strong> 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</td>
</tr>
<tr>
<td><strong>Initiative:</strong> 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.</td>
<td><strong>Flexibility</strong> - 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.</td>
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<tr>
<td><strong>Self Differentiation:</strong> 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.</td>
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*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:** $57,000

Maximum **Effective Salary:** $72,000

Housing Type

- Manse

- Housing Allowance

- Open To Either (Manse or Housing Allowance)

- Not Applicable (For Non-pastoral Positions Only)

Revised 3/2016
*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: Rev. Dr. William C. Pederson
Address: 5404 Williams Drive, Georgetown, TX 78633
Phone Numbers: 512-868-0902 (office) 704-737-8712 (cell)
Relation: Liaison to LiveOak PNC, Commission on Ministry, Mission
Presbytery E-mail: sgpcpastor@gmail.com

Name: Rev. Nancy Marroquin
Address: P.O. Box 77, Driftwood, TX 78619
Phone Numbers: 512-699-9692
Relation: Friend of LiveOak Presbyterian Church
E-mail: nancymarroquin@gmail.com

Revised 3/2016
Name: Rita Loyd
Address: 1514 Skip Tyler Drive, Cedar Park, TX 78613
Phone Numbers: 512-423-2077
Relation: Friend of LiveOak Presbyterian Church
E-mail: rsloyd@gmail.com

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

Name: Wendy Travis
Address: 930 Tallow Trail
City: Cedar Park State: TX Zip Code: 78613
Preferred Phone: 512-705-8951
Alternate Phone
E-mail Address for PNC Communications (required): wegtravis@att.net

ENDORSEMENTS
Pastor Nominating Committee/Search Committee

Sign above

Date 8/5/21

Clerk of Session

Date 8/5/21

Presbytery

Date 8/10/21

Revised 3/2016