



**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 _____

Ministry Name: Peace River Presbytery _____

Mailing Address: 5600 Peace River Road _____

City: North Port _____ State: Florida _____ Zip Code: 34287 _____

Telephone Number: 941-426-8421 _____ Fax Number: 941-423-9412 _____

Email: alesia@peacriverpresbytery.org _____

Web site: www.peacriverpresbytery.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 _____ n/a _____

Church School Attendance _____ n/a _____

Church School Curriculum _____



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.

 1 American Indian or Alaska Native
 1 Asian
 3 Black or African American (African Native, Caribbean)
 1.5 Hispanic Latino/Latina, Spanish
 .5 Middle Eastern
 Native Hawaiian or Other Pacific Islander
 83 White
Other 10 _____

Presbytery Peace River Synod Synod of the South Atlantic

Community Type (select one)

 College Rural Suburban
 Small City Town Urban
 Village Recreation Retirement
 X N/A

Clerk of Session Contact Information:

Name Rev. Dr. Randy Moody, Stated Clerk

Address 16986 Oakstead Drive

City Alva State Florida Zip Code 33920

Preferred Phone 239-694-2444 Alternate Phone 239-694-4922

E-mail prpstatedclerk@peacriverpresbytery.org 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)
	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		
<u>2-5</u>	General Presbyter/Executive Presbyter Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		
	Mid-Council Program Staff		



You may also specify the position title (if appropriate) General Presbyter

***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

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

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

Language Requirements

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

Statement of Faith Required Yes No



Mission Statement

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

Vision: We believe God is calling us as a Presbytery: to equip congregations, connect disciples in mission and be the Body of Christ together. Value: We aspire to build on a culture that nurtures joyful and caring relationships as we learn to do God's work together.

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.

God has blessed this Presbytery with an abundance of resources, growing population, strong leadership, economic stability, beautiful weather. In 2017 the Presbytery launched a strategic review to assess performance against previously established benchmarks. The evaluative process has led us to affirming the importance of a culture that is rooted in nurturing relationships. It has allowed the Presbytery to move through a season of cultural change with a minimum of conflict, staying focused on Christ's call to demonstrate love and grace. Priorities have been identified as supporting pastors and equipping church leaders to work in an ever-changing culture and to create space for innovation. A blessing grant program, designed to support church development, redevelopment and/or transformation, is in its second year and evidence of our commitment. With technological advances it is important to rethink traditional communication and meeting patterns. Already we are experimenting with video-conferencing to reduce windshield time while staying connected and engaged. With half of the churches being served by pastors age 60+ the Presbytery acknowledges and has begun to experiment with new models for transition available when retirements can be planned. With the turnover in pastoral and presbytery leadership it is important that institutional knowledge be harvested and that the culture of collegiality, caring and collaboration between teaching and ruling elders be maintained and nurtured.

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

In the next 5 years southwestern Florida is projected to grow an average of 10%; certain areas will see much more robust growth. We must be prepared to have meaningful visibility in those communities and recognize that will take many forms of creative ministry and evangelism. The challenge will be to honor the past with traditional forms of worship and ministry that reflect the experiences and expectations of a dominant retirement community while preparing for a new wave of retirees that do church differently. Add to that certain communities have vibrant young family populations who present an important



mission field to our churches. Presbyterian Women play an important role in many of our churches, and are undergoing change, as they too find new ways to connect with the next generation of women. It will be critical to be intentional about inviting a rich diversity of peoples to the table. The Presbytery remains committed to established mission partners; among them are two that address the needs of migrant farmworkers--Mision Peniel (Immokalee) and Beth-el (Wimauma). Additionally we are connected to Cedarkirk Camp and Conference Center and Presbyterian Homes and Housing Foundation (links provided). Earlier this year we entered into formal partnership agreement with the Matanzas, Cuba Presbytery. It is an exciting time to minister to southwest Florida.

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

Peace River Presbytery is stable and strong, with many healthy churches and a prevailing spirit of camaraderie and cooperation. The Presbytery also comes alongside several struggling churches that face redevelopment challenges. Our long-term, effective General Presbyter is retiring in early 2019. Rather than seek transitional/interim leadership, we believe the best course for maintaining our continuity and momentum is by calling a new G.P. who can lead us for an extended period. Membership in our churches is highly seasonal (with a very large number of affiliate members swelling the pews in the winter months) and reflects the social and economic characteristics of our prosperous beach and retirement communities and mid-size cities and towns along the southwest Florida Gulf coast. With new communities developing and existing communities growing we see opportunities for new worshipping communities. Presbytery's leadership intends to leverage our financial and human resources to move into more effective ministry in the 21st century, adapting to social and technological changes and achieving greater diversity. Though our pastors and churches reflect a range of theological perspectives and worship styles, we are committed to mutual support of one another and cooperative ministry together. Presbytery envisions working in close partnership with a number of our churches that foresee pastoral leadership transitions due to retirement in the coming decade.

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

We seek an experienced teaching or ruling elder with demonstrated spiritual maturity and professional leadership competence, who loves Christ and loves Christ's church. Our next General Presbyter will have excellent relational skills, able to be pastorally supportive to teaching and ruling elders and a caring servant-leader. He or she will be open to innovation and improvements to help churches serve new generations, with appropriate use of technology and "best practices". He or she will be able to effectively articulate our common vision and values, and will also have skills in recruiting, motivating, equipping and empowering ruling elders and teaching elders to do the work of the Presbytery (Ephesians 4:12). As the most prominent public face of the Presbytery, the General Presbyter will prioritize building relationships with our pastors (144 Teaching Elders of which 72 are Honorably Retired) and our 37 congregations with 14,555 members. We are seeking an approachable and relatable individual with a



skill for organizing and carrying out effective ministry. Our new General Presbyter will be actively engaged with governing body leaders at all levels.

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

The General Presbyter will have responsibility for both direct implementation and supporting the committees and staff of the presbytery in the implementation of the work of the Presbytery. The General Presbyter will provide:

- Vision in discerning the will of God supporting the Steering Committee and its task forces;
- Staff resource in supporting the program and mission committees of the Presbytery;
- Management of staff, communication and office functions of the Presbytery;
- Care in pastoral support of pastors and congregations, helping the Presbytery practice and model healthy relationships and boundaries;
- Resource for strategy and vision in:
 - challenging all in the Presbytery to faithful response to the grace God gives the Presbytery, its pastors, and congregations;
 - ensuring all the Presbytery does is done to the glory and honor and worship of God;
 - affirming the Presbytery that it is itself a form and part of the Church – the Body of Christ in the World; and in
 - continually seeking the presence and guidance of the Holy Spirit.

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)

www.peaceriverpresbytery.org

www.misionpeniel.com

www.beth-el.org

www.cedarkirk.org

www.phhf.com

*LEADERSHIP COMPETENCIES



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

THEOLOGICAL/SPIRITUAL INTERPRETER		
	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.	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.
	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.
	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		
	Advisor – an individual others turn to for counsel and guidance; provides coaching; expertise for	x Change Agent – having the ability to lead the change process successfully; anchoring the change in the



	congregations or other organizations.		congregation's/organization's vision and mission.
	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.		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.
X	Externally Aware - 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.		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.
	Risk Taker – 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.		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.
X	Willingness to Engage Conflict: 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.		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.
X	Organizational Agility: 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.	X	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.
	Financial Manager – 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.		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.
X	Collaboration: 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.		
INTERPERSONAL ENGAGEMENT			
X	Interpersonal Engagement - Displays a consistent ability to build solid relationships of	X	Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of



<p>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.</p>	<p>different cultures, worldviews, and theological positions.</p>
<p>Motivator - 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.</p>	<p>Personal Resilience: 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</p>
<p>Initiative: 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.</p>	<p>Flexibility - 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.</p>
<p>Self Differentiation: 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.</p>	

***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 \$ 80,000 Maximum **Effective** Salary \$ 115,000

Housing Type Manse
 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?

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. Joyce Lieberman _____
Address 118 East Monroe Street, 3rd Floor, Jacksonville, FL 32202 _____
Phone Numbers office: 904-356-6070 mobile: 904-515-7165 _____
Relation Synod of the South Atlantic Synod Executive/Stated Clerk _____
E-mail joyce@synodsa.org _____

Name Rev. Dr. Robert Sheldon _____
Address University Presbyterian Church, 1385 S. Adams Road, Rochester Hills, MI 48309 _____
Phone Numbers Church: 248-375-0400 Cell: 248-972-7682 _____
Relation Interim Pastor; served in Peace River Presbytery from 2016-2017 _____
E-mail bob_sheldon@ecunet.org _____

Name Rev. Dr. Tim Halverson _____
Address 4544 Coronado Pkwy, Cape Coral, FL 33904 _____
Phone Numbers 239-542-2858 _____



Relation Pastor, Head of Staff, Faith Presbyterian, Cape Coral; co-moderator of COM and former Moderator of Peace River Presbytery
E-mail tim@fpcf.org _____

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

Name Linda Getzen and Sung Lee, co-moderators
Address General Presbyter Nominating Committee, Attn: Rev. Sung Lee, 6101 Cortez Road W.
City Bradenton State FL Zip Code 34201
Preferred Phone 941-321-7749
Alternate Phone _____
E-mail Address for PNC Communications (required): gpnc@kpcbradenton.org

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____

Signature

Clerk of Session _____ Date _____

Signature

Presbytery _____ Date _____

Signature