

## **OPEN MINISTRY POSITION**

### **Mission and Ministry Connector**

Presbytery of Southern Kansas

Position: Mission and Ministry Connector

Web site: <https://www.pbysk.org/>

This is a full time position.

#### **Mission Statement**

The Presbytery of Southern Kansas, a governing body of the Presbyterian Church (U.S.A.), is a community of faith under the lordship of Jesus Christ. We are called, by the grace of God, to lead, nurture, serve, represent, support and encourage our congregations. Guided by the Holy Spirit, we seek to identify and use our God-given gifts in service to one another and the world. To God be the glory!

#### **NARRATIVE QUESTIONS**

**1. What is the vision for this ministry? Additionally describe how this vision is lived out.**

The Mission and Ministry Connector builds connections with congregations and establishes their willingness to form a cohort with other nearby churches. This person will develop the plan for the needs and desires of the churches, using a new member-led model versus pastor centric. In addition, they will connect them with a coach. Each congregation in the cohort retains their individual identity.

A member-led model has been developed in three cities in Western Kansas. These congregations grew in their faith and came alive in ways they never knew possible when they shifted their minds and methods from pastor-centric to a coached discipleship model. What worked in western Kansas can't be replicated 100%, but it's a template to adapt and invest in other geographical regions.

Fewer pastors are taking calls in small communities. This coached discipleship model will encourage congregations in the fulfillment of their ministry potential.

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

The Presbytery of Southern Kansas is a community of congregations, many of them small and rural, and many of them drive an hour or more to hospitals, retail establishments, and one another.

We feel the need to address the realities of small, rural, and aging congregations with new and creative ideas that are not dependent on the presence of an ordained and installed pastor. It is unrealistic to expect a pastor to be able to grow the membership of a congregation that is in a small or even shrinking community. However, as is often said about Midwest farmers, we are not quitters. We endure and survive and find new ways to address the natural evolution of our surroundings.

The Mission and Ministry Connector will help us address some of the needs of Presbytery of Southern Kansas, pairing the churches with someone who will help resource them.

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

The Mission and Ministry Connector will provide encouragement and support as the churches change their paradigm from pastor-centric to member-led.

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

- Ability to listen for understanding of the needs of the individual churches and to honor their differences.
- Pastoral and Administrative skills.
- Technical proficiency and ability to teach others, including online meeting formats.
- Self starter, self motivated, entrepreneurial, and able to work with limited supervision.
- Ability to talk about congregational finances openly and transparently.
- Knowledge and understanding of PCUSA structure and polity.
- Ordination as a ruling or teaching elder preferred.
- Experience serving at the presbytery level (e.g. committee member or church delegate).
- Experience serving a congregation, either in a lay or an ordained capacity.
- Bachelor's degree and some theological education required.

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

The position of Mission and Ministry Connector will:

- Establish connections with congregations willing to join geographical cohorts.
- Develop a coordinating team for each cohort with one to three people from each congregation.
- Facilitate cohorts in group building and cohesion.
- Work with the coordinating teams to establish a list of two to four areas for discipleship coaching, such as making pastoral visits, leading worship, preaching, leading Bible study, evangelism, and community involvement.
- Invite the congregations to contribute financially to the coaching.
- Schedule times and places for coaching.
- Coach and contract with coaches as needed.
- Look for grant opportunities for the cohorts to further support the ministries financially.
- Meet regularly with the Presbytery of Southern Kansas Church Orders Ministry Team and Coordinating Team to keep open communication channels and share ideas.
- Transition out in 18 months to 3 years, as leadership of the cohorts is solidified in the Steering Teams and coaches.
- Report to Church Orders Ministry Team and/or the Executive Presbyter.

The responsibilities of this position do not include pastoral or moderation duties, nor is this position designed to act as pastor for any of the participating churches.

## LEADERSHIP COMPETENCIES

(The 10 leadership competencies marked with an X are considered the most important for this position)

<b>THEOLOGICAL/SPIRITUAL INTERPRETER</b>			
	<p><b>Compassionate</b> – 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.</p>	<p><b>Hopeful</b> – 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.</p>	
	<p><b>Preaching and Worship Leadership:</b> 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.</p>	<p><b>Spiritual Maturity:</b> 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.</p>	
	<p><b>Lifelong Learner</b> – 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.</p>	x	<p><b>Teacher</b> – 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.</p>
<b>COMMUNICATION</b>			
x	<p><b>Communicator</b> - Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.</p>		<p><b>Bilingual</b> – having the ability to use two languages, especially with equal or nearly equal fluency; able to use multiple languages in communication.</p>
	<p><b>Public Communicator</b> - 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.</p>		<p><b>Media Communicator:</b> Has experience developing materials for a variety of written or multimedia forms of communications (print, Internet-based, social media, etc.)</p>
x	<p><b>Technologically Savvy</b> - the ability to navigate successfully the world of technology using software, blogging, multi-media, and websites as tools for ministry.</p>		

**ORGANIZATIONAL LEADERSHIP**

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

	comprehensive financial accountability systems.		
x	<b>Collaboration:</b> 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.		
<b>INTERPERSONAL ENGAGEMENT</b>			
	<b>Interpersonal Engagement</b> - 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.	x	<b>Bridge Builder</b> – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
	<b>Motivator</b> - 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.		<b>Personal Resilience:</b> 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
x	<b>Initiative:</b> 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.		<b>Flexibility</b> - 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.
	<b>Self Differentiation:</b> 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.		

**COMPENSATION AND HOUSING** 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](#))

Effective Salary \$ 62,100, includes Housing Allowance

**Clergy Couple** (Are you open to a clergy couple?) Yes

**Language Requirements:** English

Please submit a Statement of Faith with your application.

### **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 Search committee is expected to undertake its search 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 Search Committee affirmed its intention to follow the Form of Government in this regard? **Yes**

### **REFERENCES**

Name Kara Ayers

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Name Terry Woodbury

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Relation: Former Facilitator of Western Kansas Steering Committee

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Name Bob Wade

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Relation: Former Discipleship coach in Western Kansas

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**Please send resumes or questions to:**

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