



**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 72502 _____

Ministry Name The Presbytery of Detroit _____

Mailing Address 17575 Hubbell Avenue _____

City__Detroit_____State __MI_____ Zip Code 48235 _____

Telephone Number__313-345-6550_____ Fax Number 313-343-7250 _____

Email info@detroitpresbytery.org _____

Web site detroitpresbytery.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 _____ n/a _____

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.

____ 0% ____ American Indian or Alaska Native
____ 6% ____ Asian
____ 5% ____ Black or African American (African Native, Caribbean)
____ 0% ____ Hispanic Latino/Latina, Spanish
____ 0% ____ Middle Eastern
____ 0% ____ Native Hawaiian or Other Pacific Islander
____ 89% ____ White
Other _____

Presbytery _____ Detroit _____ Synod _____ Covenant _____

Community Type (select one)

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

Clerk of Session Contact Information:

Name _____ Rev. Ed Koster (Stated Clerk) _____

Address _____ 17575 Hubbell Ave _____

City _____ Detroit _____ State _____ MI _____ Zip Code _____ 48235 _____

Preferred Phone _____ 734-358-5403 _____ Alternate Phone _____

E-mail _____ ehkoster@aol.com _____ 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>No Experience</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) Transitional General Presbyter

***Employment Status**

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

Is this a yoked congregation? 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 checked="" 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?

“Transforming and Strengthening Congregations to be Missional, Pastoral, and Prophetic”



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.

Our current vision statement is "Transforming and Strengthening Congregations to be Missional, Pastoral, and Prophetic." This vision statement was fleshed out with a series of goals and objectives, the vast majority of which were completed by early 2019. What the presbytery discovered however, is that there was no shared understanding of what it meant to be missional, pastoral and prophetic. Thus, there was no shared agreement of what the presbytery was supposed to be and to do. This lack of agreement made it difficult for elders, pastors, churches, committees and work groups to understand their role in the life and work of the presbytery. This struggle to understand was exacerbated by:

1. A complex organizational structure
2. Secrecy and a lack of transparency leading to a loss of trust in the presbytery
3. A division between the churches in Detroit and in the suburbs
4. Institutional racism

Considering these realities, the presbytery held listening sessions to discover what kind of a presbytery its members desired. The following summarizes the respondents hopes and dreams for the Presbytery of Detroit. We hope that the presbytery will:

1. Be one of transparency, accountability and trust
2. Be more relational, connectional, encouraging, spiritual and joyful
3. Be more agile, adaptive, innovative and risk-taking
4. Be more diverse, inclusive and justice oriented
5. Be more focused on providing resources and support to elders, pastors and churches

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

The Presbytery of Detroit, as is true with many churches and presbyteries, is struggling to discern both the emerging needs of our community and constituencies and how to address them. This discernment process is difficult because the Detroit-metro area is one composed of the city of Detroit, which has a particular set of needs (poverty, hunger, gentrification, ageing infrastructure, underfunded schools, a history of racism, a lack of affordable and adequate housing, urban blight, declining membership in our city churches among them) and the suburbs which have their own issues (declining church attendance, multiple small membership congregations that cannot afford full-time pastoral leadership, increasing housing costs, transient population, a lack of mass transit among them). While these community needs



are not mutually exclusive, they have made it more difficult for the presbytery to define and address both its constituency and the needs that present themselves. The desire of the presbytery as expressed in the listening sessions is that we need to develop a clear vision so that we can more faithfully discern who are our communities/constituencies, and then discern what their needs are that we ought to address. This will entail developing a new, less cumbersome structure, the building of relationships and community, healing our divisions, a multifaceted communications program and continual training for elders, pastors and other church leaders.

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

As has been said, we have no clear vision or goals. Our hope, however, is that this position will help us discern our vision and goals. We believe our Transitional Presbyter can assist us in this effort by:

1. Listening more than speaking
2. Learning about Detroit, its history and the impact racism has had on its people and churches,
3. Helping us rebuild trust in the presbytery (both in the institution and among congregations)
4. Creating new communities of caring and sharing
5. Leading us in changing both the structure and the atmosphere of the presbytery
6. Helping us heal the divisions and relationships within the presbytery

We do not expect the Transitional Presbyter to do these things by themselves, but, working with the talented and dedicated presbytery staff, pastors, educators and elders of the Presbytery, we believe we can do this together. This position then is critical to the future life and work of the presbytery.

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

The listening sessions of the presbytery offered us a sense of the type of leaders for which we are looking. Here are the results of those sessions. We want a leader who can help us cast our vision, who listens more than speaks, who asks good questions, who is willing to learn about the unique nature and history of Detroit and our churches, who can help us build community, who understands the dynamics of change and has led change in the past, who can encourage, oversee and support our presbytery staff, who understands systems theory and has used that knowledge in the past, who can help us deal with conflict and encourage healing, who is visionary, open, inclusive, respectful, collegial, open, honest, humble, energetic, pastoral and spiritual. Understanding that this sounds much like Jesus, we do not expect perfection, but we hope for someone who can joyfully and lovingly share the journey with us as we seek to discover the new that God has in store for us, giving us guidance and encouragement along the way.

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



The main task of our Transitional General Presbyter will be to lead our discernment and visioning process. In terms of specific assignments these will include serving as staff liaison to the Trustees (finances), Planning and Visioning (future vision and budget) and Operations (staff). This person will also serve as Head of Staff; collaborating with, supervising and encouraging all our staff including our Associate Executive Presbyter, who serves as staff liaison with other presbytery committees and workgroups. Our hope is that the Transitional Presbyter will also make it a point to meet with as many pastors and congregations (both one on one and in small group settings) as possible to understand the dynamics of our presbytery and its congregations.

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)



***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.	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.
	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 congregations or other organizations.	x	Change Agent – having the ability to lead the change process successfully; anchoring the change in the congregation’s/organization’s vision and mission.
x	Contextualization – the ability to assess accurately the context, environment, history, relationships and uniqueness of a congregation or organization.	x	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.
	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.
	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.
	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		
	Interpersonal Engagement - 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.	Bridge Builder – possessing a certain responsibility for the unity of the congregation and or organization; works to connect people of different cultures, worldviews, and theological positions.
	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.	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
	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.	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.
x	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.	

***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 \$90,000 _____

Housing Type _____ Manse
 x _____ 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 Elder Rosy Latimore _____

Address _____

Phone Numbers 248-840-5472 _____

Relation Elder within the Presbytery _____

E-mail rolatimo2@aol.com _____

Name CRE Charon Barconey _____

Address 17575 Hubbell Ave, Detroit, MI 48235 _____

Phone Numbers 313-770-5822 _____

Relation Associate Executive Presbyter _____

E-mail charon@detroitpresbytery.org _____



Name Rev. Emma Nickel _____
Address 529 Hendrie Blvd, Royal Oak, MI 48067 _____
Phone Numbers 248-541-0108 _____
Relation Pastor within the Presbytery _____
E-mail enickel@fpcro.org _____

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

Name Rev. Julie Delezenne _____
Address 3000 E 12 Mile Rd _____
City Warren _____ State MI _____ Zip Code 48092 _____
Preferred Phone 586-751-1721 _____
Alternate Phone 216-403-2604 _____
E-mail Address for PNC Communications (required): podtepsteam@gmail.com _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature