



**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 Name Presbytery of South Alabama and Presbytery of Mississippi
Mailing Address 1211 Main Street City Daphne State _____
AL Zip Code 36526 Telephone Number 251-626-1915 Fax
Number 251/626-9049 Email presbyteryofsa@aim.com and pbyofms@aol.com
Web site https://presbyteryofsa.org/ http://www.pby-of-ms.com/

Congregation or Organization Size(Select one)

48 Churches in both presbyteries (27 in Mississippi & 21 in South Alabama)

4986 Members in both presbyteries (1819 in Mississippi & 3,167 in South Alabama)

Presbytery South Alabama & Mississippi Synod Living Waters



College Rural Suburban
Small City Town Urban
Village _____ Recreation _____ Retirement
XN/A

Clerk of Session Contact Information:

Name Al Thompson (South Alabama)

Mailing Address 1211 Main Street City Daphne State AL Zip Code 36526

Telephone Number 251-626-1915 Fax Number 251/626-9049

Email althompson423@gmail.com

Name Susan Sumrall (Mississippi)

Mailing Address P. O. Box 13451 City Jackson State MS Zip Code 39236 Telephone

Number 601-946-5858 Email pyofms@aol.com



***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		



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.

Partnership and connection are central to the mission of both our presbyteries. Through this partnership and connection, our presbyteries invest in the health of congregations, ensuring their ability to develop and sustain their mission and ministry initiatives. The presbytery is often the first point of contact for churches in need, celebration, and transition and is present in times of joy, crisis, transition, and conflict. Through this contact, we work to build up and support all churches, paying special attention to smaller and/or remote churches.

South Alabama has a newly adopted strategy to enhance congregational vitality. This strategy is and will be accomplished through strong relationships and clear communication within the presbytery. In addition, the Presbytery of South Alabama will provide financial support through a new grant program designed to encourage congregations to consider ways they could use seed money from the presbytery to expand and build their ministries.

The Presbytery of Mississippi is a community of small churches marked by a love for Christ, a kind spirit, a generous way, and a fondness for each other. Our churches sincerely encourage one another to answer their calling and chase after the mission Christ has given them. At the same time, we are also glad to find ways to serve together. Recent examples of such collaboration include: joint youth events, PW retreats, providing grants for worship improvements, and rebuilding after storms.

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

These are challenging days for churches and presbyteries across our denomination. In our presbyteries, we face the realities of declining membership, staff, and budget. We desire to grow, but we know that our mission is to serve Christ rather than maintain what we have known and seek for churches of all sizes to have faithful and vibrant ministries. We are healthy



presbyteries who joyfully acknowledge our dependence on God and the calling to serve Christ in our communities and in our world.

Both the Presbytery of South Alabama and the Presbytery of Mississippi reach out to the community through the ministries of the individual churches. The presbyteries support and encourage these ministries celebrating them, communicating about them, and, at times, helping to fund them. In addition, the Presbyteries support, encourage, and provide opportunities for faith development and evangelism for their churches. They also offer educational opportunities and resources (mission, evangelism, best practices, church polity, scripture). We seek to empower pastors, church leaders, and members of all ages by strengthening their connection to Jesus Christ.

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

The Regional Executive Presbyter (REP) will help the individual churches by equipping pastors and congregations for ministry, connecting churches to resources within and beyond the presbytery, and nurturing the health and vitality of congregations. The REP will provide worship leadership regularly within the two presbyteries, particularly building relationships with the smaller congregations of the presbyteries and those without pastoral leaderships. The person in this position will serve as a pastoral presence for the pastors of Mississippi and South Alabama. The REP will oversee the implementation of the new structure approved by the Presbytery of South Alabama and ensure that those serving on committees of the presbyteries are trained and equipped for their work so that the presbyteries can function as a shepherd and guide to pastors and congregations.

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

The next Regional Executive Presbyter will possess the following characteristics:

- clearly articulated and lived faith in Jesus Christ
- Ruling or Teaching Elder in the PC(USA)
- leadership experience within at least one presbytery
- creativity and imagination, easily adaptable and flexible
- comfort with using technology and willingness to explore its use as a ministry tool
- pastoral heart and skills when approaching situations and leadership
- visionary thinking and initiative in implementation
- committed to problem solving using pastoral skills
- a nurturing and mentoring spirit for pastors and congregations



- well-developed communication skills, both written and verbal
- strong organizational skills

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

- Maintaining and building relationships with the pastors and congregations within each presbytery
- Empowering the leadership of the Presbytery of South Alabama through the new committee structure
- Providing a pastoral presence for pastors and for congregations in times of need.
- Providing regular worship leadership in member churches
- Ensuring the ongoing relationship between the Presbyteries of South Alabama and Mississippi
- Connecting churches and pastors to the larger denomination
- Participating in life of Synod and General Assembly
- Managing staff and volunteers to ensure the ongoing organization, leadership, and functioning of the presbyteries.
- Facilitating and providing staff assistance with scheduling and resources as needed by committees and churches.
- Overseeing and supporting the transition from current South Alabama presbytery office to new location and structure
- Ensure the broad and timely communication through the presbyteries and among their committees and congregations.

<https://presbyteryofsa.org/>

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)

12/4/20



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.)
X	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.		Change Agent – having the ability to lead the change process successfully; anchoring the change in the 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.
	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.		



***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. Dr. Cary Speaker

Phone Numbers 205-435-6126

Relation Interim Regional Executive Presbyter

E-mail caryspeaker@gmail.com

Name Mr. Wade "Bo" Perry

Phone Numbers 251-421-4271 (cell)

Relation: Ruling Elder in Presbytery of South Alabama

Email: wbp@johnstoneadams.com

Name Ms. Althea Jerome

Phone Numbers 601-520-2325

Relation Ruling Elder in Presbytery of Mississippi

E-mail ajerome@comcast.net

***Mid-council Search Committee Chairperson:**

Name Dr. Judy Stout

Address 4201 Lewis Loop Rd. S.

City Theodore State AL Zip Code 36582 Preferred Phone (mobile)

251-401-0811

Alternate Phone NA

E-mail Address for PNC Communications (required): stoutjudyp@gmail.com