

Ruling Elder James Speedy
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Presbytery of Carlisle

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May, 18, 2018

Dear Clerks of Sessions in the Churches of Carlisle Presbytery,

Grace and peace to you from our Lord Jesus Christ. We, the Interim Executive Presbyter Nominating Committee (IEPNC), write to update you on the process of seeking an Interim Executive Presbyter (IEP). Our committee has met frequently to discuss the work our IEP will need to accomplish in our Presbytery. We've also discussed the necessary characteristics and qualifications of the person who will be hired to do that work. We've shared our thoughts and direction with both the Coordinating Council and the Administration Committee.

It is our unanimous feeling that the IEP we hire should lead our Presbytery in a visioning process to help us determine our future mission and direction. Of special concern to our committee is finding a person who can help us discover anew our unity and purpose as a Presbytery. Our work is well summarized by the mission statement we put together for the position:

To help the Presbytery of Carlisle to ford the ecclesial river from "what-has-been" to "what-can-be," we seek an Interim Executive Presbyter whose commitment to Christ, church, and world is spacious, tenacious, courageous, and sometimes appropriately outrageous, befitting our deep desire to live the gospel in our time.

This work has brought us to the point of posting a Ministry Information Form (MIF) on the Church Leadership Connection (CLC) which is where job postings for any position within PCUSA's structure can be found. The MIF was posted on May 1st and as of this writing we have received eight Personal Information Form (PIF) self-referrals from potential candidates.

As we receive these PIFs, our committee evaluates each one deciding with whom we want to continue conversation. If a majority of the committee chooses to continue conversation, a set of four questions are sent to the candidate and written answers are requested. Once we evaluate these written answers we'll choose whether or not to conduct a phone interview and then our final 2-3 potential candidates will be brought in for face to face interviews.

The responsibility to hire the IEP lies solely with the Coordinating Council and the IEPNC will recommend one candidate to them for hiring. We hope to do that by end of summer but are committed to waiting for the right person instead of rushing to fill a position. Our Presbytery is

currently well served by Jim Speedy as acting EP and Bill Beck and Anne Myers who are acting as staff liaisons to our committees in addition to their other duties. Our Commission on Ministry is going to extra lengths to provide any needed pastoral care as is Suzi Souder in steering the office and communication as needed. If you see any of these folks, please thank them for their extra work in this *interim* interim period!

Looking ahead, once we have an Interim Executive Presbyter in place, you can expect the Coordinating Council to nominate persons to an Executive Presbyter Nominating Committee (EPNC). These nominations will come to the presbytery at a stated meeting, the floor will be opened for other nominations, and a vote will be taken by the Presbytery. The Presbytery will also vote on the candidate selected by the EPNC for the called and installed Executive Presbyter position.

Finally, a copy of the full Ministry Information Form is included with this letter and it can also be found on the Presbytery Website (www.carlislepy.org) under the Stated Clerk tab. We request that you share this information with your pastor and session as well as anyone else whom you think is interested in the process. Please continue to hold our committee and potential candidates in prayer as we continue this process. Please also hold in prayer our Presbytery staff and the work of all our churches as we continue to serve God together. Thank you!

Peace be with you!

Debby Madden, Chair IEPNC, Ruling Elder & Christian Educator at First Presbyterian Carlisle
Beckie Drover, Commissioned Ruling Elder, Wells Tannery
Dick Lee, Ruling Elder, Monaghan Presbyterian
Don Potter, Teaching Elder, Retired
Tom Sweet, Teaching Elder, Market Square Presbyterian
Kim Wadlington, Teaching Elder, Middle Spring Presbyterian

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Mif #: 72530.AA0

Ministry General Information

Ministry Number	72530
Ministry Name	Carlisle Presbytery
Mailing Address	3040 Market St. #1, Camp Hill, PA 17011 Camp Hill, PA 17011
Phone	717-737-6821
Fax	
E-Mail	
WWW Address	carlislepby.org
Ministry Size	N/A
Ethnic Composition	
	Asian 2%
	Black or African American (African Native, Caribbean) 1%
	Hispanic Latino/Latina, Spanish 1%
	White 96%

Average Worship Attendance	0
Church School Attendance	0
Curriculum	
Certified as eligible for participation in the Seminary Debt Assistance Program	False
Yoked	False
Presbytery	CARLISLE PRESBYTERY
Synod	SYNOD OF THE TRINITY
Community Type	N/A
Ten-year trend statistics of this church/organization Show Statistics	

Information about the position

Position:	General Presbyter/Executive Presbyter/Presbytery Leader
Experience Required:	5 to 10 Years
Specific Title:	Interim Executive Presbyter
Employment Status:	Full-time

Language Requirements:	
	English

Other Language:	
Statement of Faith Required:	True
Clergy Couples:	

Training/Certificate Requirements:	
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Other Training:	TE or RE with Interim training or transitional leadership experience preferred.
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Brief Church Mission Statement:

To help the Presbytery of Carlisle to ford the ecclesial river from “what-has-been” to “what-can-be,” we seek an Interim Executive Presbyter whose commitment to Christ, church, and world is spacious, tenacious, courageous, and sometimes appropriately outrageous, befitting our deep desire to live the gospel in our time.

What is the congregation’s or organization’s vision for ministry:

Our presbytery’s vision for ministry has been occluded in recent years by uncertainty born of the marginalization of the church in our society, the dismissal of several congregations to more conservative denominations, and a pronounced urban/rural dichotomy that too often stymies rather than stimulates us. At times we have been so concerned to “keep everyone happy” that we have lost our edge in addressing the social ills and opportunities challenging our churches, communities, and country. In too many ways, our presbytery has been standing in place, believing we are well equipped for ministry, but without finding a way forward.

Yet, there is a growing number of inspired and creative pastors, capable ruling elders, and committed members of our churches who seek a more robust incarnation of our faith among us. Instead of allowing the world and these times to pass us by, we want to be engaged at the vanguard of “the new creation” and not the rearguard. We want to influence social, economic, and political conversations and to bring the gospel imperatives of Jesus like compassion, generosity, peace, and justice to a recognized place in our communities’ discourse and behavior.

Our fire is far from extinguished but awaits a gust of “fresh air” to re-ignite our passion, courage and imagination. Caring for our congregations, we know also that we are called to a common ministry in the heart of Pennsylvania offering the hope, humility, humanity, and hospitality of the gospel.

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

As the presbytery calls an Interim Executive Presbyter (IEP) we have an opportunity to examine our presbytery and congregations with fresh eyes. We have divergent communities that struggle to embrace collaborative partnerships in ministry and mission. Our hope is for all congregations to recognize that they are the presbytery. The presbytery looks forward to identifying and fueling our “passions” in our faith-filled and geo-politically diverse congregations. We seek to be transformed from the inside out and not from the top down, focusing outward rather than inward, being led by God’s call for today’s church. The presbytery would like to motivate, inspire and help our small, geographically isolated congregations to find pastoral leadership and embrace our “connectional” nature.

The IEP will be encouraged to think broadly, be comfortable with administration, support and enable emergent leaders, and delegate responsibilities. This person will nurture our gifts and empower us to birth a new vitality, where we can build bridges instead of living in silos.

How will this position help you to reach your vision and mission goals:

The Interim Executive Presbyter will harness the energy and creativity of those in the presbytery committed to drawing us together around a Spirit-given common passion. Identifying this passion will necessitate creative ways to convene and converse, pray and praise, reason and risk. Working alongside the presbytery, this person will help lay the ground work for developing a new vision around that common passion. We seek a vision large enough to encompass the distinct and equally cherished churches of our presbytery. This person will help us make necessary connections both within and without the presbytery, to explore how our passion might lead to a larger vision and how the presbytery will live into that vision.

The IEP will work with the presbytery’s Coordinating Council to guide the on-going work of the presbytery and set its meeting agenda. The “routine” work must be a part of the larger visioning process. Coordinating with presbytery staff, this person will resource the presbytery’s work, enable communication, and delegate responsibility for our ongoing mission. This person will not be required regularly to attend committee meetings nor be responsible for the work of the Commission on Ministry. We seek a sailboat captain who will direct, not control, and will inspire, enable, and equip the presbytery to draw together around a particular passion for serving the One whom we call Lord and Savior.

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

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The Interim Executive Presbyter is a person who not only “talks the talk” but “walks the walk”, possessing a mature spiritual life with the ability to express the faith clearly and understandably. This person is emotionally mature, courageously empowering people with diverse backgrounds to work together in ministry. As a good listener, the IEP is able to assess accurately the context, history, atmosphere and uniqueness of the presbytery in order to develop and identify issues/challenges that can lead to opportunities for positive change and growth. Communicating a forward and outward looking vision for the presbytery’s future within the Presbyterian Church (U.S.A.) is imperative.

What specific tasks, assignments, and program areas will this person have responsibility?

The primary task of this position will be to develop a vision statement describing the soul and substance of the Presbytery of Carlisle in 2025. Required will be an understanding of the needs of our congregations in a geographically and culturally diverse presbytery and the church’s role in the world.

Optional Links:

www.carlislepby.org

Leadership Competencies:

Hopeful

Spiritual Maturity

Public Communicator

Change Agent

Contextualization

Risk Taker

Strategy and Vision

Collaboration

Motivator

Self Differentiation

Compensation and Housing: Cost of Living Calculator

Minimum Effective Salary: \$75,000

Housing Type: Housing Allowance

References:

Name	Address	Phone Numbers	Relation	Email
Debby Madden	54 Orange St., Carlisle, PA 17013	717-440-1263	Chair IEPNC	dmadden.fpcarl@pa.net
Kim Wadlington	135 Middle Spring Rd, Shippensburg, PA 17257	717-504-3331	Former Moderator/T E member of IEPNC	revkim@middlespringpc.org
Don Potter	11 Tristen Drive, Apt 302, Dillsburg, PA 17019	717-574-3161	Retired TE member of IEPNC	depotter49@gmail.com

Has the Pastor Nominating Committee and Search committee affirmed its intention to follow the Form Of Government in this regard?

Yes

Version Track Info: This MIF was last updated on 05/01/2018

Church Leadership Connection
The Call System for the Presbyterian Church (U.S.A.)

Self-referral Contact Information

PNC: Debby Madden

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Fax

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