



**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 400292 _____

Ministry Name Indian Nations Presbytery _____

Mailing Address 1001 NW 25th St, Suite 206 _____

City Oklahoma City _____ State OK _____ Zip Code 73106 _____

Telephone Number 405-524-0990 _____ Fax Number _____

Email info@okinp.org _____

Web site www.okinp.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.

 3 American Indian or Alaska Native

 4 Asian

 3 Black or African American (African Native, Caribbean)

 2 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

 87 White

Other 1

Presbytery Indian Nations Synod Sun

Community Type (select one)

 College

 Rural

 Suburban

 Small City

 Town

 Urban

 Village

 Recreation

 Retirement

 X N/A

Clerk of Session/Stated Clerk Contact Information:

Name Tracy Evans

Address 1001 NW. 25th, Suite 206

City Oklahoma City State OK Zip Code 73106

Preferred Phone 405-626-7530 Alternate Phone 405-524-0990

E-mail tracylevans4@sbcglobal.net or statedclerk@okinp.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 | | |
| X | General Presbyter/Executive Presbyter Presbytery Leader | 10 or more | |
| | Stated Clerk (Presbytery) | | |
| | Synod Executive | | |
| | Mid-Council Program Staff | | |



You may also specify the position title (if appropriate) **Interim Presbytery Pastor** _____

***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 __X___ 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 checked="" type="checkbox"/> |
| Certified Christian Educator _____ | Certified Business Administrator _____ |
| Certified Conflict Mediator _____ | Clinical Pastoral Education Training _____ |
| Other _____ | |

Language Requirements

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

Statement of Faith Required Yes _____ No

Mission Statement

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

Connecting, sharing and guiding, we rely on the Triune God to empower and equip us to be a presbyter of faith, hope, love, and witness for the sake of Christ.



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.

The mission statement of the Indian Nations Presbytery is: "Connecting, sharing and guiding, we rely on the triune God to empower and equip us to be a presbytery of faith, hope, love and witness for the sake of Christ." We envision a presbytery whose character and ministry arises from the common fellowship and ministry of its constituent churches and pastors. As such, the ministry of the presbytery as a whole is to facilitate the connection of its members, to share resources between its members, and to provide guidance and encouragement to its members as we seek to engage in unified witness to Jesus Christ while living his way of faith, hope, and love.

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

We feel called to build strong and positive relationships with, and among, our congregations and pastors. In order to create the right environment for this building of relationships, we need to embrace a shift in our culture away from presbytery leadership that focuses on administration and oversight, toward leadership that is pastorally interested in discovering and ministering to the needs of pastors and congregations. INP is seeking to accomplish this culture shift via a combination of pastoral and shared leadership at the presbytery level as well as formalizing the capability of its members to organically form groups (networks) to initiate and oversee shared ministries.

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

The IPP position has as its primary function the leading of INP into a new way of being a presbytery which continually promotes open communication and cooperative ministry among its churches and pastors. This position is an "interim" position because we anticipate a three year period of transition during which the presbytery organizational system and the duties of the IPP may undergo adjustments. We do not expect the IPP to function as a trained interim as we expect this person to function as a trained pastoral leader. The IPP will: build (and rebuild) relationships of trust and camaraderie amongst its member congregations and pastors; guide the presbytery in identifying and implementing training to enable individuals and groups to better fulfill their designated duties in the manner of servant leaders; and lead the establishment of networks to foster presbytery-wide cooperation for new and existing ministries.



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

The ideal candidate for the IPP position will be a servant leader and a spiritual leader, bringing disparate, and often reluctant, people together in common fellowship and ministry. Relational, pastoral, and mentoring skills are critical for the successful candidate. We desire someone in this position who demonstrates leadership competencies that are evidenced by success in building consensus rather than exercising authority. The ideal IPP will empower people and congregations to serve as they are gifted and inspired by the Spirit.

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

The IPP

- shall fulfill the primary function of promoting good will between INP and its congregations; be a conduit of information about needs and concerns of pastors and congregations; encourage congregations to build relationships with other congregations for the purpose of mission co-operation, creating Networks, and encourage congregations and pastors to be a resource to one another.
- worship in every congregation at least every-other year, cultivate relationships with every pastor under the authority of the presbytery. May provide pastoral care to clergy.
- represent the presbytery at clergy ordinations, installations, church closings, and congregational celebrations.
- serve as ex-officio member of the Coordinating Council, Committees, and Networks with voice, but without vote as requested.
- convene regular meetings of the Presbytery Staff, and work with the Staff to manage office and administrative concerns in consultation with the INP Administrative Comm.
- may represent INP at meetings of other governing bodies when appropriate; ie: GA, Synod of the Sun, the Synod EP Forum, etc.
- may handle inquiries related to the call process in a manner consistent with common EP/GP protocols in consultation with the COM.
- will be asked to preach on occasion.
- may be hired as a “permanent” Presbytery Pastor after at least three years’ service, and following an evaluation of the position description and the IPP’s effectiveness.

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



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. |
| | 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. |
| | 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. | X | 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. | | 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. | X 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. |
| X | 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. |
| | 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 \$ 70,000 _____

Maximum **Effective** Salary _____

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 Martin McNeese _____
Address 325 Oak Springs Dr., Edmond, OK 73034 _____
Phone Numbers 405-348-3495; 405-659-3742 (cell) _____
Relation COM Moderator _____
E-mail mmcneese@cox.net _____

Name Bobbie Heimbach _____
Address 10800 Bayberry Drive, Oklahoma City, OK 73162 _____
Phone Numbers 405-722-8138 _____
Relation Moderator, Coordinating Council, member of Transition Task Force _____
E-mail don.heimbach@cox.net _____



Name David Sawyer _____
Address _____
Phone Numbers _____
Relation Consultant for Transition _____
E-mail DRSAWYER44@gmail.com _____

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

Name David DeLana _____
Address 617 S. Williams _____
City El Reno _____ State OK _____ Zip Code 73106 _____
Preferred Phone 405-641-5021 _____
Alternate Phone 405-422-2605 _____
E-mail Address for PNC Communications (required): ddelana@heritageintegrated.com _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee _____ Date _____
Signature

Clerk of Session _____ Date _____
Signature

Presbytery _____ Date _____
Signature