



**HEARTLAND PRESBYTERY**

Many Churches, One Ministry

**PRESBYTERIAN CHURCH (U.S.A.)  
CHURCH LEADERSHIP CONNECTION**

100 WITHERSPOON STREET  
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[www.pcusa.org/clc](http://www.pcusa.org/clc)

**MINISTRY INFORMATION FORM**

**Ministry ID:** 72561

**Ministry Name:** Heartland Presbytery

**Ministry Address:** 3210 Michigan Avenue, #200, Kansas City, MO 64109

**Telephone:** (816) 924-1730    **Email:** [search@heartlandpby.org](mailto:search@heartlandpby.org)    **Website:** [heartlandpresbytery.org](http://heartlandpresbytery.org)

**Ethnic Composition of Ministry:** Other, 100%    **Community Type:** Other (Rural, Suburban, & Urban)

**Presbytery:** Heartland

**Synod:** Mid America

**Clerk of Search Committee Contact Information:**

**Name:** Salvador Gavaldá

**Address:** 6005 NW 70th Street, Apt 305, Kansas City, MO 64151

**Preferred Phone:** 787-319-5065

**Alternate Phone:** 787-376-2848

**E-mail:** [search@heartlandpby.org](mailto:search@heartlandpby.org)

**Position Title:** Presbyter for Vision and Leadership

**Employment Status:** Full Time

**Is this a yoked congregation?** No

**Open to a Clergy Couple:** Yes

**Language Requirements:** English

**Statement of Faith Required:** Yes



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**MISSION STATEMENT**

Centered on God and surrounding one another in love, the vision of Heartland Presbytery is to celebrate creative ministry, meaningful connections, intentional inclusivity, and adaptive leadership.

**NARRATIVE QUESTIONS**

1. What is the congregation's or organization's vision for ministry? Additionally describe how this vision is lived out.

Heartland Presbytery is undergoing a visioning process that began in earnest in 2019. A task force was created and is working to redefine our mission as we seek to move forward in new ways. What is emerging out of this process is that we desire, as a presbytery, to be centered on God, celebrate together, strive for creative leadership, foster intentional inclusivity, and to build connections with one another. This has led to a new vision with a new logo for Heartland: Centered on God and surrounding one another in love, the vision of Heartland Presbytery is to celebrate creative ministry, meaningful connections, intentional inclusivity, and adaptive leadership. Heartland has also recognized our responsibilities to combat racism and sexism that is still prevalent in our community and churches. Heartland has become a Matthew 25 Presbytery by: celebrating our diversity, holding anti-racism training and an anti-racism audit, and diligently serving the least of God's children by listening to what their needs are and how we can help.

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

During our transitional interim period, Heartland has done intensive work on revitalizing our ministries and vision. We see a future Presbytery in which adaptable, innovative, and out-of-the-box ministry is the most faithful response. The world has been changing rapidly for some time, and we recognize that we cannot be the church that was or is, but must endeavor toward the church that will be. We wish to better equip our leaders and create an entrepreneurial spirit of forward-facing faithfulness. Further, we strive to be radically inclusive, and are determined to hear, celebrate, and act upon a large range of voices, particularly those long silenced. To meet these goals, we are placing a heavy emphasis on a network of New Worshiping Communities, supporting existing immigrant and urban ministries, including leaders of more diverse backgrounds, actively working on anti-racism, and encouraging creativity among our churches. We are also working on our own relationships within Heartland – we know we have had a reputation as being “Heartless” Presbytery, and so our vision also focuses on celebration and



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connection. We now strive to bring differences to light so that we may either reconcile or disagree lovingly rather than bury any resentment. We also now take time in every meeting of the presbytery to celebrate something, big or small, so that we may wrap our ministry together in a spirit of goodwill and shared dedication to God's Realm.

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

Our new Presbyter for Vision and Leadership will be instrumental in moving the Presbytery into this vision God has given us. This person will be gifted in ways that will help us live into this vision. Additionally, they will be malleable enough to learn and adapt, growing in their own leadership and faith, so that they will model and provide opportunities for the Presbytery to learn and grow. They will work to equip, enable, and empower those in leadership, within the Presbytery, to be agents of the vision and mission. As a Matthew 25 Presbytery, part of our mission is building congregational vitality, dismantling structural racism, and eradicating systemic poverty. The Presbytery is involved in the following ongoing mission partnerships: Presbytery partnership with Maya Quiche Presbytery in Guatemala, LAMP (Linwood Area Ministry Place) is a ministry of presence, service, and leadership, Presbyterian Urban and Immigrant Ministry Network, and Heartland Center which is the Presbytery's camp and conference center. Additionally, Heartland Presbytery is in the midst of a three-year initiative: Continuing the Conversations around Racism and Privilege. Finally, Heartland Presbytery is committed to 1001 New Worshipping Communities. Our new Presbyter for Vision and Leadership, through their God given gifts and abilities, will embrace our vision and missions, working collaboratively with the leadership of the Presbytery to carry out what we are called by God to be and do.

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

#### **PERSONAL COMPETENCIES**

- Bridge-builder; ability to develop consensus among groups/individuals
- Researcher; can "do homework" to complete projects/tasks (or can articulate clearly for others to perform)
- Demonstrated ability to work with people from various demographic groups (age, ethnic group, income level, sexual orientation, cultural background)
- Demonstrated skills to support/advocate on behalf of Heartland Presbytery for causes important to HP

#### **SPIRITUAL COMPETENCIES**

- An authentic love for Jesus Christ and the church



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- Willingness to employ the spirit (not just the doctrine) of Scripture to guide in decision-making
- Energetic speaker; draws from non-mainstream texts, traditions, resources to appeal to an audience/group
- Ability to merge contemporary and traditional traditions to guide in decision-making

### **ADMINISTRATIVE COMPETENCIES**

- Multitasker; ability to work on multiple projects and keep deadlines
- Self-starter; able to work without constant supervision to complete tasks
- Approachable; willing to work in groups where a range of opinions/views are expressed
- Motivator; can explain actions/policies needed to complete tasks/projects and motivate staff
- Manager; evaluates employees fairly; treats them with respect

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

This position functions as Head of Staff for the Presbytery and as secondary contact for financial matters of Heartland Presbytery. You will serve as staff liaison and non-voting member of specific committees and communicate regularly with their chairs to set agendas, strategize, analyze, etc. Regularly report to Council and the personnel Committee regarding success and opportunities for improvement or expansion of effective ministry. You will: guide and nurture the Presbytery towards a unified community with a shared purpose, moderate and engage Presbytery in Spirit-led communication to discuss and resolve issues, staff Presbytery Council and specific Commissions and Councils, serve as Head of Staff and supervise staff in consultation with Personnel Committee, provide Pastoral support to congregational leaders in Presbytery, be the face and voice with Presbytery with media, serve as representative to Ecumenical and Community organizations, and attend larger governing body meetings within the PC(USA). You will serve as Presbytery resource for: Staff, Personnel, Committee on Representation, New Worshipping Communities, Worship Committee, Council, Presbytery Planning, Commission on Ministry, and Trustees. You will serve as a resource in conjunction with other staff as needed for: Congregational Ministry Division, Committee for Preparation for Ministry, Stewardship, Safe Boundaries, PUMIN, Mission, Social Justice, LAMP, and the Heartland Camp and Conference Center.



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### 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)

Heartland Presbytery: [www.heartlandpresbytery.org](http://www.heartlandpresbytery.org)

Synod of MidAmerica: [www.synodma.org](http://www.synodma.org)

Heartland New Worshiping Communities: [www.heartlandnwc.org](http://www.heartlandnwc.org)

Heartland Center: <https://www.heartlandcenter.org>

Heartland Vision Video: [https://www.youtube.com/watch?v=M9yDT6r\\_A7o](https://www.youtube.com/watch?v=M9yDT6r_A7o)

### LEADERSHIP COMPETENCIES

Hopeful  
Spiritual Maturity  
Communicator  
Change Agent  
Willingness to Engage Conflict

Organizational Agility  
Strategy & Vision  
Interpersonal Engagement  
Bridge Builder  
Motivator

### COMPENSATION AND HOUSING:

**Minimum Effective Salary:** \$75,000

**Housing Type:** Housing Allowance

**EQUAL EMPLOYMENT OPPORTUNITY:** Yes



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**REFERENCES**

<b>Name</b>	<b>Relation</b>	<b>Address</b>	<b>Phone</b>	<b>Email</b>
Rev. Dr. Dee Cooper	Current Interim EP	3210 Michigan Avenue # 200 Kansas City, MO 64109	(303) 625-3899	iep@heartlandpby.org
Ms. Vera Phillips	Active elder in Heartland; former Presbytery Moderator	2910 Victor Street Kansas City, MO 64128	(913) 888 – 6390	vphil65807@aol.com
Rev, Sally Wright	Former Associate EP; current pastor in Presbytery	6641 Mission Road Prairie Village, KS 66208	(913) 671-2347	sally.wright @villagepres.org

**Mid-council Search Committee Chairperson:**

**Name:** Rev. Elizabeth Meador

**Address:** P.O. Box 16536, Raytown, MO 64133

**Preferred Phone:** 816-353-2296 (office)      **Alternate Phone:** 816-377-9411 (mobile)

**E-mail Address for PNC Communications:** search@heartland.pby



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**Link to MIF on the Church Leadership Connection:**

<https://clc.pcusa.org/CIFViewQuery.aspx?ReturnUrl=%2fOpportunitySearchResults.aspx&cif=72561.AB>