

LEADERSHIP PROFILE



Presbyterian Church (U.S.A.)
Presbyterian Mission

President and Executive Director **Presbyterian Mission Agency**

An agency of the Presbyterian Church (USA)
Louisville, KY

**“A vibrant, nimble, mission-centered PMA.
This is the clear new mandate, and the promise.”**

Ken Godshall, Chair, PMA Board of Directors

A UNIQUE OPPORTUNITY



The Presbyterian Mission Agency (PMA) leads mission nationally for PC(USA). A majority of Presbyterians view mission as the top priority of the Church. Mission is central to engagement, discipleship and growth. The Mission Agency is poised to sharpen its focus on its core missional purpose. The PMA partners with congregations and mid-council bodies to inspire, equip and connect Presbyterians to live and enact the good news of Jesus Christ.

This is a time of change and promise for the PMA. The PMA Board has adopted the recommendations of its Governance Task Force to reduce Board size and introduce a simplified structure and new nomination process. The recommendations from the Way Forward Committee and the All Agency Review Commission will enable the PMA to refocus solely on mission and ministry.

The new President and Executive Director has the opportunity to lead and transform the PMA as it moves into a future focused squarely on mission. The President will be a big-picture leader with proven change management, communication and listening skills, and a passion for advancing the missional hopes and capacities of PC(USA).

The President will lead the PMA through this time of transformation, refocus and prioritization. In partnership with the PMA Board, the staff and PC(USA)





peer agencies, the President will lead the PMA forward to embrace and thrive in its mission-centered mandate.

A TIME OF TRANSFORMATION AND PROMISE

Interim Executive Director Dave Crittenden concludes a successful eight-month term in June. During these months, the Leadership Cabinet has strengthened its leadership role and advanced a sense of cohesion. The staff and Board are poised to implement the PMA Board Governance Task Force recommendations, and preparing to receive and live into General Assembly action on the Way Forward and All Agency Review (AAR) recommendations.

The Governance Task Force recommendations establish a new framework for a productive Board/President working relationship. Approved at the Board's February 2018 meeting, the recommendations reduce Board size by half, to 22. Term length is reduced from six to four years with a maximum of two terms. The Board will transition to a quarterly meeting cycle and a new nominating process that insures member diversity and inclusion.

The Way Forward and AAR recommendations both refocus the PMA on mission and ministry. While there is ongoing discussion regarding some specifics, the recommendations point to transitioning a number of non-mission-specific functions to a new, separate entity. That new entity will provide corporate administrative services such as managing real estate, financial management, payroll and other cross-agency services. Approval and finalization will take place at General Assembly, June 16-23 in St. Louis.

THE PRESIDENT'S EXCITING MANDATE

The new President and ED will be a leader called to the PMA at this important time of transformation and promise. Under the President's leadership, the Mission Agency will embrace new priorities and ways of working that create greater cohesion, relevance and mission impact.

The President will be a confident, adaptive, ordained Presbyterian with credibility and strength in organizational leadership, change management and cultural competency in addition to a heart for mission. The President will:

- 1. Be an inspiring leader of transformation and mission.** The President will partner with the PMA Board and staff to envision and embrace new focus on mission and ways of living into the Mission Agency's mandate and role. The President will be an adaptive, inspiring and inclusive leader who builds trust and commitment. The President will lead the PMA to adapt, transform, and embrace new vision, ways of working and excitement about mission and ministry.



- 2. Be a credible manager of change.** The President will be an experienced, compassionate manager of people, finances and organizations in times of change. The President will be a non-anxious leader with outstanding people management, financial and conflict resolution skills. The President will help build positive morale, organizational strength and cohesion, and will operationalize new priorities and ways of working.
- 3. Build a cohesive culture.** The President will foster unity, shared purpose and positive culture. The President will build confidence and mission focus, guided by clear vision, goals and priorities. The President will engender a collaborative, energized culture, and act as coach and partner to staff in refining, adapting and enhancing programs for changing ministry contexts.
- 4. Build relationships across the church.** The President will be an outstanding relationship builder with peer agencies, mid-councils, congregations and the broader PC(USA) community. The President will be fluent in intercultural contexts and a compelling ambassador and advocate for mission. Knowledgeable about the PC(USA) and mission, the President will engage effectively across diverse communities and constituencies.
- 5. Lead the PMA to embrace a vibrant, impactful future.** The President will guide the PMA's transformation to a high-performing agency in the context of the evolving church and trends impacting mission and the PC(USA). The President will inspire the PMA to embrace fresh approaches to partnering with peer agencies, mid-councils and congregations make a difference through mission and ministry.

PERSONAL CHARACTERISTICS

The ideal President is an ordained Presbyterian called by faith to advance Christ's mission in the world. The President will have credibility, organizational and change management experience, and awareness of the changing church and wider world. The President will be capable of leading the PMA into a vibrant, faithful and sustainable future. The President will have:

Credibility and authenticity

The President will be inspiring, theologically grounded, authentic and trustworthy. An active listener and relationship builder, the President will foster openness, collaboration and innovation. The President will be a "people person" with high emotional intelligence, great communication skills and a sense of humor.





Confidence and humility

The President will have proven intercultural fluency and practice cultural humility. Centered and self-confident, yet with low ego needs, the President will be “all about the mission.” The President will create an environment of inclusion, optimism and partnership across the diversity of the Church.

Ability to thrive in the context of ambiguity and change

At a time of evolution for the Church, the President will thrive in the context of managing ambiguity, ongoing change and improvement. With optimism, a pastoral approach and a can-do spirit, the President will create the conditions for positive transformation.

Courage and innovation

The President will encourage new ideas and judicious risk-taking. Broad-minded, curious and broadly experienced, the President will encourage and facilitate innovation. The President will be an advocate and inspiration for staff, the Board and the wider Church, for next-level mission and ministry work.

Passion for the Church, mission and ministry

The President will be called to this work “for such a time as this.” The President will be energized by the opportunity to develop PC(USA) mission capacities and increase impact on current and emerging needs across a changing world.

THE ORGANIZATION



The Presbyterian Mission Agency (PMA) coordinates and leads mission programs nationally for PC(USA), a denomination of 1.5 million and 9,000 congregations. The PMA has a \$60 million budget for 2018. Funding has declined in recent decades, and ongoing staff reductions and realignments have taken place. However, a recent PMA staff survey reaffirms a strong sense of call and commitment to the mission.

The incoming PMA President will help shape mission and ministry for the Church in the 21st century. With the broader religious landscape in flux, denominations including PC(USA) are engaged in discernment about how best to serve God’s will in ways that are effective and sustainable.

The Mission Agency does its work under the auspices of the General Assembly, the council of the whole church, and in collaboration with other PC(USA) agencies, mid-councils, congregations and worshiping communities. The PMA offers a broad range of domestic and global programs. It helps new



worshiping communities spring to life, advances racial and ethnic equity and leadership and builds hope and strength among youth, disaster victims and underserved populations.

Aspirations for the future

At this time of transformation and promise, the PMA seeks to clarify and live into greater focus on its core purpose of mission. The Mission Agency aspires to become more adaptive, unified, collaborative and efficient. The PMA seeks to be innovative, relevant and forward looking in a changed and changing world, and to achieve greater impact, in partnership with mid-councils and congregations, inspiring Presbyterians to engage in the work of Jesus Christ.

More about the PMA at www.presbyterianmission.org.

THE RELATIONSHIPS

The President and Executive Director reports to the PMA Board and works closely with the General Assembly, other PC(USA) agency leaders, entities and committees of PC(USA), mid-councils and congregations. The President leads a staff of 200 in Louisville and in six U.S. regions, as well as some 135 mission co-workers around the world.

THE LOCATION

The Presbyterian Mission Agency (PMA) is located at PC(USA) national offices in Louisville, Kentucky. Louisville has been voted the “Most Livable City” by the U.S. Conference of Mayors. The city is home to 1.3 million residents, significant educational and cultural institutions and organizations including Humana and Yum Brands! (KFC and Taco Bell).

PC(USA) is an Equal Opportunity Employer, and a diverse slate of candidates is encouraged to apply. The successful candidate will be expected to live in the area. Travel is required, primarily within the United States.

**For potential consideration or to suggest a prospect, please email
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