

## LEADERSHIP PROFILE



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

**Executive Director**  
**Presbyterian Mission Agency**  
**An agency of the Presbyterian Church (U.S.A.)**  
**Louisville, KY**

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**Presbyterians joyfully engaging in God's mission  
for the transformation of the world.**

*Vision of the Presbyterian Mission Agency*

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### THE OPPORTUNITY

**A majority of Presbyterians view mission as the top priority of the church.** The Presbyterian Mission Agency (PMA) serves as the mission and ministry arm of the Presbyterian Church (U.S.A.). The PMA's mandate is to inspire, equip and connect Presbyterians to share and enact the good news of Jesus Christ locally, nationally and globally.



**This is a time of promise, uncertainty and transformation for the PC(USA) and its mission agency.** With 6 out of 10 Presbyterians seeking to “focus outward” on mission and ministry\*, the PMA is offering programs that build hope and strength, and helping new worshiping communities spring to life. Yet broad societal trends are forcing religious denominations including PC(USA) to consolidate, re-vision and evolve. As PC(USA) contemplates bold transformation, it is evaluating the Mission Agency's efficacy, structure and priorities relative to supporting the mission and ministry of the Church.



**The new Executive Director will be a trusted, inspiring leader able to lead the PMA forward with confidence and fresh thinking.** The new ED is called, at this time of change, to be a proven, adaptive leader of faith, with superior listening and communication skills and hopeful vision for Presbyterian mission and the Mission Agency.

\*Source: 2016 Office of the General Assembly Study, to which 3000 Presbyterians responded.

**But those who drink of the water I give them will never be thirsty. The water that I give will become in them a spring of water gushing up to eternal life.**

*John 4:14*

**The Presbyterian Mission Agency (PMA) coordinates and leads PC(USA)'s mission program.** 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 worshipping communities. The PMA inspires, equips and connects Presbyterians through numerous domestic and global programs, including racial and ethnic leadership development, disaster assistance, youth, evangelism, church growth, theology and world mission.



With a \$64 million budget projected for 2017, the Mission Agency is one of the six agencies of PC(USA), a denomination of 1.5 million and 9,000 congregations. Funding has declined steeply in recent decades, and very significant reductions and realignments of staff have taken place. Through 2017, the PMA is being led by an Interim Executive Director, following an ED who served for over two terms.

**The PMA Board created a Governance Task Force** in 2016 to explore Board structural changes to improve its effectiveness. Subsequently, a PMA Review conducted by the General Assembly identified management, cultural and structural concerns. The Way Forward Commission was created to study and develop a vision for the structure and function of the General Assembly agencies, in collaboration with the All Agency Review Committee and the 2020 Vision Team. Results of the Way Forward and All Agency processes will be announced in the first quarter of 2018, and the General Assembly will convene in June. These outcomes will likely impact the Mission Agency's future.

In the midst of this discernment process, a recent PMA staff survey reaffirms a strong sense of call and commitment to the mission work of Jesus Christ. Ongoing, the PMA's work offers hope and progress to a world in need.

**The new ED will be called to lead the Mission Agency through and beyond this time of discernment.** The ED will guide the spring 2018 budget and planning process. Under the ED's adaptive leadership, the Mission Agency will discern, in partnership across the Church, how to serve in changing times. The PMA will become more relevant and impactful than ever. The ED will:

- Be a confident, imaginative and humble leader
- Demonstrate passion for mission and ministry in a changed and changing world

- Build credibility, relationships, collaboration and trust across PC(USA)
- Evolve and transform the Mission Agency based on discerning God's guidance for a faithful future
- Be a compelling, articulate advocate and communicator about mission and ministry
- Inspire and engage Presbyterians of diverse backgrounds

## THE ORGANIZATION

**The Presbyterian Mission Agency (PMA) is one of six agencies of the Presbyterian Church (U.S.A.).** The Mission Agency works principally with mid-councils, congregations and other agencies of the church. The PMA's Mission Statement is: Inspire, equip and connect the Presbyterian Church (USA) in its many expressions to serve Christ in the world through new and existing communities of faith, hope, love and witness.



**With the broader religious landscape in flux,** denominations including PC(USA) are called to discern and re-vision how to serve God's will in ways that are effective and sustainable.

**Currently, the mission and ministry of the PMA is organized in key programmatic and support ministries.**

*The programmatic mission and ministry areas include:*

- Compassion, Peace and Justice
- Racial Ethnic & Women's Ministries
- Theology, Formation & Evangelism
- World Mission

*The support ministry areas include:*

- Mission Communications
- Mission Engagement and Support
- Shared Services
- Legal Services
- Human Resources

**The Mission Agency Board and the General Assembly have approved Directional Goals for 2017-18.** The PMA will inspire, equip and connect existing and new worshipping communities to engage in God's mission through:

**Evangelism & Discipleship:** Grow, proclaim and live out our faith in Jesus Christ by working with our partners, here and around the world, to build communities that witness to the gospel of Christ's love for the rich diversity reflected in all humankind.

**Servant Leader Formation:** Seek, develop and energize diverse leaders who are answering God's call to equip the Church to be a welcoming place of worship, mission and spiritual nurture for all of God's children, especially those who have been marginalized.

**Justice & Reconciliation:** Galvanize the church to act on issues of racism, violence and poverty as a prophetic witness to Christ's transforming justice by speaking and living out God's truth and compassion as we call ourselves and the world to account for injustice and oppression.

### **Aspirations for the Mission Agency's future**

As a majority of Presbyterians seeks to "focus outward," the Mission Agency aspires to greater clarity of vision, priorities and focus. PMA seeks to be more unified, collaborative, efficient, financially stable and focused on the core purpose of mission and ministry. The PMA strives to be innovative, relevant and forward looking in a changed and changing world – a faithful agency of PC(USA), empowering and facilitating Presbyterians to do the work of Jesus Christ at the local, mid-council, national and global levels.



**Within and beyond the PMA, there is excitement about the work of mission and ministry**, and many positive things are taking place. Scores of new worshiping communities are springing up, often in new and varied forms, serving new groups of worshipers including multi-cultural and immigrant communities.

Emerging racial ethnic and women leaders are coming together in leadership institutions for learning, networking and encouragement. Young Adult Volunteers and mission workers are answering God's call to serve Christ's church around the world. Presbyterian Disaster Assistance continues to do life-saving work, and to attract support across the denomination.

**While the PMA budget has declined in recent years**, the PMA continues to have significant impact, with 84% of the funds going to mission work. With three-quarters of the funds restricted to specific mission areas or projects, investing in new mandates and ideas is an ongoing challenge. The projected budget for 2017 is \$64 million.

**Behold, I am doing a new thing; now it springs forth, do you not perceive it?  
I will make a way in the wilderness and rivers in the desert.**

*Isaiah 43:19*

Learn more about the Presbyterian Mission Agency at [www.presbyterianmission.org](http://www.presbyterianmission.org).



## THE MANDATE FOR THE EXECUTIVE DIRECTOR

**The Executive Director will be an individual of extraordinary credibility and accomplishment, called to lead the PMA into the future God intends.**

The ED will have a heart for mission and ministry, a pastoral presence and proven organizational leadership gifts. Guided and empowered by faith, the ED will be a forward-looking and inspiring 21<sup>st</sup> century leader. The ED will:

- 1. Build credibility and trust.** The ED will be a trusted leader, relationship builder and collaborator across PMA and the denomination. The ED will be the respected face and voice of Presbyterian mission among staff, the Board, the General Assembly, other PC(USA) bodies, diverse mid-council and congregational constituencies and the broader community. The ED will be an ambassador and advocate, sharing the good news of mission and ministry, and will build bridges of trust, understanding and opportunity.
- 2. Be an imaginative, unifying servant leader.** The ED will be an adaptive, inclusive leader and active listener who values diverse opinions and works alongside staff and the broader church. The ED will build a unified, creative team and vision with clear goals and priorities. The ED will foster and model a collaborative, mission-focused PMA culture that is responsive, engaged and innovative in serving the broader church and a world in need.
- 3. Energize, evolve and transform the PMA for a vibrant future.** The ED will understand the changing context of the church and the world. Open-minded and valuing broad input, the ED will strive to discern God's will for the PMA in changing times. The ED will inspire the PMA to embrace fresh approaches, new ways of creating impact -- and a faithful, exciting future.
- 4. Bring proven organizational leadership gifts.** The ED will be a confident leader of people, the organization and the work. The ED will bring experience in complex, relevant settings with significant staff, size and scope. The ED will be a nonanxious, decisive leader who embodies cultural humility and has demonstrated expertise in leadership, change management, finance and operations.
- 5. Inspire Presbyterians across diverse communities to make a difference.** The ED will be a dynamic, inspiring force for mission and ministry. Knowledgeable about PC(USA) and the broader changes in the world, the ED will be fluent in intercultural, socio-economic diversity and interfaith contexts. The ED will engage comfortably and effectively across diverse communities and constituencies at the local, mid-council, national and global levels.



## PERSONAL CHARACTERISTICS

**The ideal candidate is a Presbyterian called by faith to join Christ's mission to the world.** The ED will be an ordained officer in the PC(USA) and a leader who brings deep credibility, intercultural fluency and organizational leadership experience. Knowledgeable about the changing church and wider world, the ED will lead the PMA into a vibrant, faithful and sustainable future.



The ED will be:

- A trustworthy, credible, faithful and compelling servant leader
- Able to articulate a mission-centered vision that inspires and unites
- Oriented to appreciative listening
- A leader with organizational expertise in complex, relevant settings
- An innovator with leading-edge ideas about the church and its future
- An advocate and ambassador -- a clear, compelling communicator
- Interculturally fluent and a model of cultural humility
- Theologically reflective
- Knowledgeable about the changing religious context and its implications for PC(USA) at the national, mid-council, local and global levels
- Passionate about mission, and called to this work for such a time as this

The ED's gifts will include:

- Strong relationship skills and high emotional intelligence
- Active, engaged listening skills that encourage discussion and help move people to consensus
- Ability to encourage input, make timely decisions and stick with them
- A high tolerance for ambiguity. Ability to thrive in contexts of ongoing change and help the organization embrace and enact transformation
- Intercultural, interfaith and justice experience, and a record of inclusiveness
- Savvy about technology and social media
- Financial and business acumen
- Ability to be mission-focused while managing operational aspects

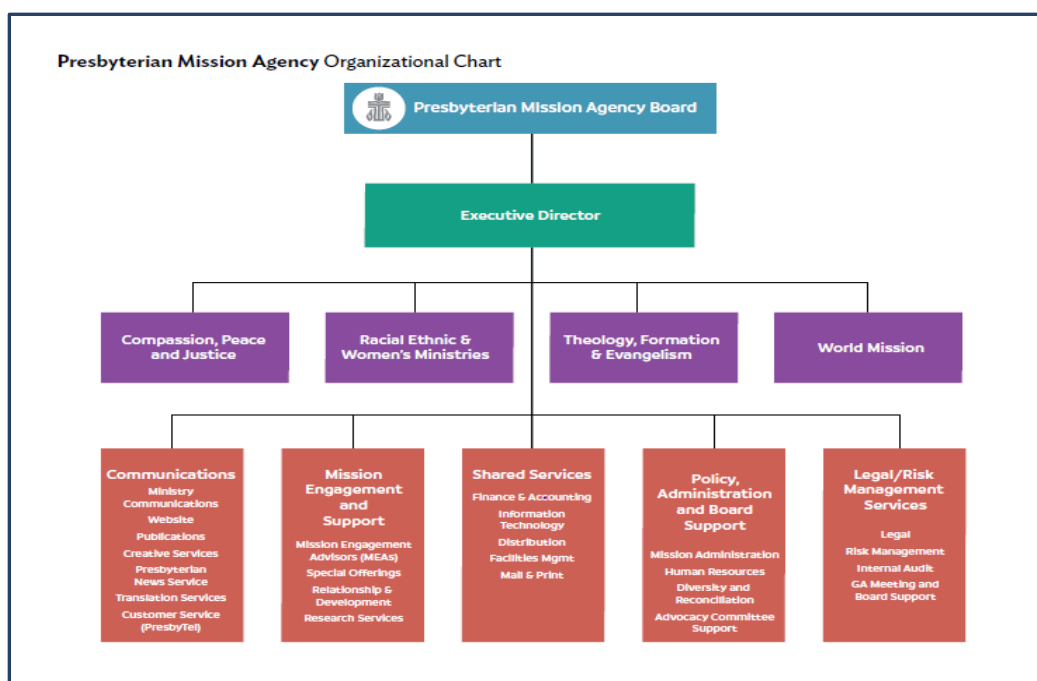
The ED will personally be:

- Called to mission and ministry in partnership with the larger Church
- Centered and self-confident, yet humble with low ego needs
- Adaptable, flexible and intellectually curious
- Courageous and unafraid to take judicious risks
- Broad-minded and broadly experienced
- Innovative and forward thinking
- Mission and ministry-centered
- A collaborator and team player who "rolls up the sleeves"
- Positive, nonanxious, encouraging and optimistic
- Outgoing and caring about others, with a sense of humor

## THE RELATIONSHIPS

The Executive Director reports to the PMA Board and works closely with the General Assembly, other PC(USA) agency leaders, the Way Forward Commission, other entities and committees of PC(USA), mid-councils and congregations, and with teaching and ruling elders in diverse geographies, with diverse constituencies, sizes and engagement with mission.

The ED leads a staff of 200 individuals 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 in the PC(USA)'s national offices on the waterfront in Louisville, Kentucky. The successful candidate will be expected to live in the area. Travel is required, primarily within the United States.

Louisville has been voted the "Most Livable City" by the U.S. Conference of Mayors. The city hosts the annual Kentucky Derby Festival and is home to major organizations including Humana, Yum!



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Brands (parent of KFC and Taco Bell) and Brown-Forman. Greater Louisville has a population of 1.3 million. The city has strong educational institutions, outstanding restaurants and a robust cultural life, including theater, a symphony orchestra and a Broadway Show series.

A diverse slate of candidates is being sought. The PC(USA) is an Equal Opportunity Employer. Persons living with disability encouraged to apply.

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**For potential consideration or to suggest a prospect, please email  
[PMA@boardwalkconsulting.com](mailto:PMA@boardwalkconsulting.com)  
or call  
Kathy Bremer or Joan Schlachter  
at 404-BoardWalk (404-262-7392).**

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[www.BoardWalkConsulting.com](http://www.BoardWalkConsulting.com)

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