

LEADERSHIP PROFILE



President Presbyterian Church (U.S.A.), *A Corporation* Louisville, Kentucky

A UNIQUE OPPORTUNITY

This is a new day, and a time of promise, for the Presbyterian Church (U.S.A.). In June, the PC(USA) General Assembly voted to implement a major structural reorganization, creating a separate leadership and governance structure for the Presbyterian Church (U.S.A.), *A Corporation* (“A Corp”).



The President leads PC(USA), A Corporation, reporting to the 11-member A Corp Board of Directors, and directly manages the Administrative Services Group (ASG). ASG was previously part of the Presbyterian Mission Agency (PMA).

A Corp has the mandate to support the corporate affairs of the General Assembly (GA) of PC(USA) by managing financial and property assets, payroll and fiscal obligations; and by providing exceptional administrative support to PMA, Office of the General Assembly (OGA), and other GA related clients.

By creating a separate administrative group and separating the Board membership of A Corp from the PMA Board, the GA of the PC(USA) intends to free the PMA and its Board to focus squarely on mission, and to support OGA’s focus on unity and polity. Prior to the General Assembly’s vote in June, A Corp and PMA had been operating as a single, integrated entity since 1993. In the new structure, these become two distinct bodies, each with its own staff and Board. A Corp is charged with managing significant financial assets and virtually all administrative services.

The mandate of the President is challenging and exciting. The President will build a client-focused administrative service organization that provides valued, effective and collaborative administrative support. A Corp will deliver

high-quality accounting, budgeting, finance, human resources, IT, legal, risk management, research, translation and other services on a shared cost basis to OGA and PMA, and on a contract basis to others.

THE ORGANIZATION

Based in Louisville, A Corp is the principal corporate entity of the General Assembly (GA) of PC(USA). A Corp is comprised of the PMA, OGA and the Administrative Services Group (ASG), which is directly managed by the A Corp President. ASG represents 80 of the approximately 523 employees of the General Assembly (GA) level agencies of the PC(USA). As of 2017, in the most recent audited financial statement, the GA had total assets of \$585 million.



The separation of PMA and A Corp into two bodies with separate governing boards was approved in June 2018 by the General Assembly in response to recommendations by Way Forward Commission and the All Agency Review Committee. A Corp receives, holds title to, maintains, and manages a substantial portion of the property and income of the General Assembly of the PC(USA). Its principal functions include:

- Maintaining and managing real and tangible property (including the PC(USA) headquarters building) and money not held for medium or long-term investment;
- Effecting short-term investment of funds before disbursement or, if to be held for medium or long-term investment, before transfer to the Presbyterian Church (U.S.A.) Foundation;
- Acting as disbursing agent for various entities;
- Providing accounting, budgeting, finance, human resources, information technology, legal, risk management, research, translation and other administrative services on a shared cost basis to the unincorporated agencies of the General Assembly (GA), known as the Office of the General Assembly (OGA) and the Presbyterian Mission Agency (PMA) and on a contract basis to others; and
- Employing, but delegating to others day-to-day management of, all employees assigned to the OGA and the PMA.



A Corp is charged with providing translation services for all six of the agencies of the GA of the PC(USA) – the Foundation, OGA, PMA, Board of Pensions, Presbyterian Publishing Corporation (PPC), PC(USA) Investment and Loan Program, Inc. (ILP) and possibly others.

Thus, in addition to its new translation services role, A Corp. provides services to OGA and PMA, as well as (by contract) to PPC, ILP, and Presbyterian Women in the PC(USA), Inc. While a majority of A Corp.'s employees are assigned out to OGA or PMA and managed on a day-to-day basis by those entities, a core group of approximately 80 employees reports within the ASG led by the President.

The President has the opportunity to lead and inspire the ASG team, to enhance GA administrative services, partner effectively with peer agencies, and facilitate the move to a strategic, technology-enabled, administratively effective and advanced future.

THE PRESIDENT'S MANDATE

The President will be an inspiring, innovative leader of people and top-quality administrative services. The President is called to build and lead a customer-centered Administrative Services Group (ASG) that delivers outstanding administrative and financial results for the General Assembly of PC(USA).



The President reports to the 11-member A Corp Board of Directors and will work closely with the Board to craft the strategy and plan in order to achieve a high-functioning organization that is highly responsive to customer needs and efficient, secure, resilient, creative and reflective of the values of GA. The President's mandate is to build a world-class customer service organization that GA leadership and staff value, trust and embrace. Responsibilities include:

Leadership

The President will lead and inspire a customer-service focused organization that delivers high-quality, efficient, and effective administrative services to the



OGA, the PMA, PPC, ILP, Presbyterian Women, and other entities as needed or directed by the General Assembly, including translation services.

The President serves as the principal resource to the Board of Directors and the key committees of the A Corp, and provides direction in policy formulation and interpretation. In partnership with the Board, the President will develop goals and strategies. The President will work with senior leadership to ensure the Board's directives are carried out effectively, efficiently and with integrity, innovation and faithful witness.

The President will promote cooperation and partnership with GA agencies and entities to strengthen the ministry of the GA. This position will work closely with the heads of such agencies and entities, principally, but not exclusively, the Stated Clerk of the OGA and the President and Executive Director of the PMA. The President will foster and maintain trust in an efficient, fair, and transparent cost allocation and contracting model.

Organizational Management

The President will build and lead high-performing teams and ensure alignment and collaboration to achieve overall organizational results. The President will manage a senior leadership team that possesses the necessary expertise in each vocational area, and the team spirit and resources, to achieve A Corp.'s goals.

The President will review and lead improvement of administrative services, and will implement an Enterprise Risk Management Program, technology enhancements and process innovation. The President will work with A Corp senior leadership, as follows:

- With the Chief Financial Officer to create a transparent, timely and effective financial system. A Corp will manage organizational spending, develop budgets and monitor budget compliance, mitigate financial risks, and provide accounting, budgeting, finance, risk management, property management and maintenance, and other administrative services.
- With the General Counsel to manage strategic and tactical legal initiatives, as well as to provide legal services and support to the senior management team, the Board of Directors, and customers, and to retain and oversee outside counsel.
- With the Director of Human Resources to develop and execute an adaptive, effective human resources strategy. A Corp will facilitate

assignment of employees to the OGA and the PMA. As appropriate, focus will be placed on succession planning, talent management, change management and organizational performance.

- With Information Technology to build and enhance a strategic technology environment of innovation, responsiveness, flexibility and security.
- With Research Services to identify and provide services to customers.

Strategic Operational Management

The President will lead and assess organizational capacity to implement strategies, identifying and remediating gaps in systems and staffing. As the direct manager of senior leadership positions, the President will establish individual goals and will create an environment that empowers and elevates performance and innovation.



The President will oversee the development of systems, processes, technology and performance metrics, and will manage and measure results and customer satisfaction. The President will lead and manage A Corp so as to earn increasingly higher customer satisfaction ratings, and will evolve its operations to deliver timely, desired and highly valued services.

Organizational Culture

The President will lead a multi-cultural staff that is inspired and equipped to deliver highest quality services. The President will foster an environment of commitment, trust and collaboration in which team spirit is high and everyone is focused on finding innovative, timely ways to provide outstanding services to A Corp's customers. The President will build and nourish an organizational climate that supports the goals and mission of the GA and provides faithful witness to the Christian values of the PC(USA).

CANDIDATE CHARACTERISTICS

The ideal candidate is a Presbyterian called by faith to apply leadership, people management, financial and operational acumen to advance the Church. The President will have credibility, organizational and change management experience, passion for the Church and awareness of the wider world and context of PC(USA). The President will be capable of leading and building A Corp into a faithful, highly valued and preferred administrative partner for GA agencies and other entities.

The ideal candidate will have substantial senior leadership experience, ideally in the nonprofit sector and in customer-service contexts with organizations of comparable size and mission. Experience and membership in the PC(USA) or certain other Reformed denominations is preferred. Knowledge and commitment to the values and aspirations of PC(USA) is essential.

Skills and experience being sought include:

- Financial, operational and technology expertise
- Proven leadership, team and culture building skills
- Experience in or across multiple sectors, including non-profit, public, faith-based and corporate environments
- Leadership in a customer-service context, providing efficient, effective and customer-valued administrative services
- Success implementing complex initiatives and organizational transformation
- Experience shifting technology to a strategic resource for achieving goals and fulfilling the mission

Personal characteristics being sought include:

- Unquestionable integrity and credibility
- Ability to build strong relationships and trust
- Ability to command confidence and respect, combined with humility
- A demonstrated track record of promoting diversity
- Ability to build consensus, unify people and solve problems together
- A record of creating team spirit and collaboration
- Natural servant leadership and orientation to customer service
- Openness, transparency and adaptive leadership skills
- Ability to be a calm, thoughtful presence
- Experience developing effective partnerships and resolving conflict
- A high level of intelligence and intellectual curiosity
- A spirit of innovation and desire to try new approaches
- Excellent listening, verbal and written communication skills
- Savvy about denominational internal politics and ways of operating

The President will be called to this work “at such a time as this.” The President will be energized by the opportunity to lead a customer-focused administrative operation, and to help GA realize its mission, polity and ecumenical objectives, increasing its impact on current and emerging needs across a changing world. More about the PC(USA) at www.pcusa.org.

THE LOCATION



Louisville has been named the “Most Livable City” in the U.S. by the Conference of Mayors. Located on the Ohio River border between Kentucky and Indiana, Louisville is home to approximately 616,000 people within a greater metropolitan area of 1.3 million. It supports a number of significant educational and cultural institutions including the University of Louisville,

Louisville Presbyterian Theological Seminary, the Southern Baptist Theological Seminary, the Louisville Orchestra, the Speed Art Museum, and the Kentucky Center for the Arts. It is headquarters for Brown-Forman, Humana, Yum Brands! (KFC and Taco Bell), Republic Bancorp, Hillerich & Bradsby (makers of the Louisville Slugger), PharMerica, Long John Silver’s and Churchill Downs.

PC(USA) is an Equal Opportunity Employer. Candidates from Presbyterian communities in the global south and other historic Presbyterian Communities of Color, preferably with theological training and fluency in languages other than English, are encouraged to apply. Individuals living with disability encouraged to apply.

For potential consideration or to suggest a prospect, please email

ACorp@BoardWalkConsulting.com

or call

**Kathy Bremer or Ayanna Grady-Hunt
at 404-BoardWalk (404-262-7392).**
