



**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 20417 _____
Ministry Name Corbin Presbyterian Church _____
Mailing Address 601 Master Street _____
City Corbin _____ State KY _____ Zip Code 40701 _____
Telephone Number 606-528-1444 _____ Fax Number 606-526-9065 _____
Email churchoffice@corbinpres.org _____
Web site <https://corbinpres.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 25-30 _____



Church School Attendance 8

Church School Curriculum The Present Word

☐ 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.

 American Indian or Alaska Native

 Asian

 Black or African American (African Native, Caribbean)

 2 Hispanic Latino/Latina, Spanish

 Middle Eastern

 Native Hawaiian or Other Pacific Islander

 98 White

Other

Presbytery of Transylvania Synod of Living Waters

Community Type (select one)

 College

 Rural

 Suburban

 Small City

X Town

 Urban

 Village

 Recreation

 Retirement

 N/A

Clerk of Session Contact Information:

Name Linda Hilbert

Address 177 Blossom Hill Drive

City Corbin State KY Zip Code 40701

Preferred Phone 812-212-7691 Alternate Phone

E-mail llhilbert49@gmail.com 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>
X – no experience	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		Pastor (For Such a Time as This Pastoral Resident)
	Bi-vocational/Tentmaker		Youth Director (non-ordained)
	Chaplain		Other
	Pastoral Counselor		
	College/Seminary Faculty		
	Seminary Staff		
	Campus Ministry		
	General Presbyterian/Executive Presbyterian Presbytery Leader		
	Stated Clerk (Presbytery)		
	Synod Executive		



	Mid-Council Program Staff		
--	---------------------------	--	--



You may also specify the position title (if appropriate) _____

***Employment Status**

_____ Full Time _____ Part Time X_____ 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	_____	Interim Executive Presbyter Training	_____
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 ___X___ Yes _____ No

Mission Statement

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

Our church's mission statement is expressed succinctly with the wording found on the cover of our worship service bulletin:



God, make the door of this place of worship wide enough to receive all who need human love, friendship and the Father's care; narrow enough to shut out all pride, envy and hatred; and smooth enough for the feet of little children.

We welcome all who wish to join us in learning how to show God's grace to one another and to the world.

NARRATIVE QUESTIONS

(For each narrative question, please limit your responses to no more than 1500 characters including spaces and punctuation.)

- 1. How would you describe the congregation/s/organization's specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision like "Matthew 25" or other?**

Our church is a friendly, caring community primarily of longtime area residents, along with a few newer members and attendees. Although our congregation is growing grayer and smaller, we embody a variety of backgrounds, talents, and perspectives that contribute energy and creativity to church life. Most members are active in church activities beyond worship and pursue lives of service and leadership in the region.

We are committed to providing a venue for Christian fellowship and for thoughtful exploration of how to model Christ in our personal lives and in the wider community. We enjoy frequent fellowship meals and share in managing our facility and organizing ministry activities. In the past the church has sponsored and supported several community programs (such as scouting, food support programs, ecumenical VBS and worship). Despite more limited resources currently, we hope to explore new ways to engage with and serve the Corbin community.

Our core vision remains to provide a loving church family for all. We express this commitment through a traditional style of worship and appreciate thought-provoking sermons. However, a common sermon theme is that Christ calls us to change so that we can be agents of change. So, beyond maintaining our heritage of congregational fellowship and worship, we seek a new vision of how Corbin Presbyterian Church can be an impactful resource for God's grace in our area.

- 2. What is the nature and context of the community in which your congregation lives out its mission/vision? How will you address the emerging needs that are impacting your community?**

The population of the Tri-County community has grown only modestly in the past 20 years. Like the church, the area has a growing 65+ demographic. Its economic base and infrastructure have improved, so too its educational and health care systems. However, the effects of poverty in the region are still evident.

Founded as a mission church in the late 19th century, our church has always been a part of this community. The church provides a spiritual home for those seeking an alternative to the fundamentalism common in the region. Many members have gone to and come from colleges in the area. Several long-time members are transplants. In this context, the church's welcoming heritage is not surprising, nor its history of responding to



community needs. In the past, our church and members have contributed to and led area service programs, including scouting, a food pantry, and the Backpack program. Unfortunately, declining member resources have required discontinuing or transferring some of these programs. The church continues to provide facilities for a weight-loss group and Al-Anon. We also support Buckhorn Children and Family Services, with programs for disadvantaged children in eastern Kentucky.

As we seek new leadership, we also seek a new vision to martial our facilities and other resources to reinvigorate the church's long-standing heritage of community service.

3. How will this call help complement the responsibilities of other staff/volunteer positions, and the life of the congregation/organization, so that you may accomplish your short and long-term goals for ministry?

We have two paid staff positions: an office administrator and a part-time organist. Members contribute to our mission as treasurer, lay leader, choir member, study leader, maintenance assistant, media coordinator, etc. We have resources to manage finances and facilities, prepare worship materials, and organize fellowship. Our new pastor will complement these as we pursue short-term and long-term goals.

One central short-term goal will be renewed interpersonal engagement. Purposeful sermons can illuminate our biblical heritage but also inspire hope and motivate us to meet personal and collective needs. A convivial relationship among the pastor and congregation can foster new ideas, programs and members.

Another short-term goal for the church and the pastor will be a re- dedication to pastoral care. We seek a pastor proactive with member care: initiating visits to those homebound or in the hospital, providing routine home communion, checking in with absent/inactive members, and providing counsel to all in need. We all share this ministry, but our pastor needs to have a focused commitment to these responsibilities.

We also have long term goals for which a full-time pastor will provide essential leadership: rejuvenating ecumenical activities, exploring new avenues of community engagement, establishing programs for youth and families. A pastor who can nurture these aspirations into a strategic vision will assist us in continuing to be a purposeful part of our community.

4. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the congregation towards the vision and mission established.

To assist in our short- and long-term goals (outlined in #3 above), we seek a pastor with the energy, training, experience, and skills to

- Celebrate the love of Jesus Christ through compassionate communication with and care for others.
- Conduct relevant, thoughtful worship services.
- Proactively offer member care in a variety of situations.



- Moderate the Session efficiently, facilitating both routine and strategic decision-making.
- Support and guide our capable staff and volunteers who are eager to enhance the fellowship and mission of the church.
- Model a self-discipline that enables effective organization to complete routine tasks efficiently.
- Share a hopeful, creative growth mindset.
- Show the flexibility, social agility, and motivational skill that can foster a growth mindset in others,

The individual with these leadership skills and gifts will nurture our ability to be a self-sustaining community of faith with a ministry relevant to our community.

5. What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments, and programs.

Our new pastor will fulfill the routine small church responsibilities of worship preparation, guidance of Sunday school and fellowship programming, and moderation of the Session, as well as oversight of the church office and facility.

In addition, our pastor will work with the Session and congregation to

- Establish protocols to ensure the routine visitation of the homebound and the timely visitation and support of those hospitalized.
- Provide counseling to all who are bereaved or otherwise in crisis with illness or other particular needs.
- Develop ecumenical relationships and programs with area churches.
- Identify groups or services in the region with which we as a church could partner to strengthen our community involvement.
- Explore strategies by which we could use our facilities and other resources to better minister to community needs.

These pastoral mandates combine a focus on both the short-term necessities and the long-term aspirations to which we are committed as a church. Whether our new leadership is part-time or full-time, we seek someone ready to help us address our needs and pursue our dreams with a shared faith that we can continue to be agents of sustenance and change -- agents of God's grace -- to one another and to our community.

OPTIONAL LINKS

Facebook: <https://www.facebook.com/CorbinPresby/>

Internet: <https://corbinpres.org/>



*LEADERSHIP COMPETENCIES

(Select 10 leadership competencies from the list below that are required for the position.)

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



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.		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.
X	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.	X	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.
	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			
X	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.		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.	X	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 \$ 44,000

Maximum **Effective** Salary \$46,500

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?

☒ X 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 Phil Majors _____

Address 58 Briarwood Trail Corbin KY 40701 _____

Phone Numbers 606-521-3406 _____

Relation Pulpit supply _____

E-mail philmajors@twc.com _____

Name William Reed _____

Address 110A Spring Run St. Versailles, KY 40383 _____

Phone Numbers 859-227-8919 _____

Relation Pulpit supply and former interim pastor _____

E-mail willmreed@aol.com _____



Name Doralene Webb _____
Address 4192 Tradition Way Lexington KY 40509 _____
Phone Numbers 606-528-6977 _____
Relation Former member _____
E-mail doralenewebb@gmail.com _____

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

Name Tom Fish _____
Address 260 Brush Arbor _____
City Williamsburg _____ State KY _____ Zip Code 40769 _____
Preferred Phone 606-520-3313 _____
Alternate Phone _____
E-mail Address for PNC Communications (required): tom.fish@ucumberland.edu _____

ENDORSEMENTS

Pastor Nominating Committee/
Search Committee Thomas E. Fish Date 05-09-23
Signature

Clerk of Session Amanda L. Wilbert Date 05/09/23
Signature

Presbytery _____ Date _____
Signature

