

# Church Leadership Connection

The Call System for the Presbyterian Church (U.S.A.)

P0072464

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## Ministry Details

Ministry ID	72464
Ministry Name	Presbytery of Geneva
Mailing Address	2472 State Route 54A Penn Yan, NY 14527
Telephone Number	315-536-7753
Fax Number	315-536-2128
E-Mail	<a href="mailto:presbyterysearch@presbyteryofgeneva.org">presbyterysearch@presbyteryofgeneva.org</a>
Website Address	<a href="http://www.presbyteryofgeneva.org">www.presbyteryofgeneva.org</a>
Congregation/Organization Size	N/A
Average Worship Attendance	0
Church School Attendance	0
Curriculum	
Certified as eligible for participation in the Seminary Debt Assistance Program	False

## Ethnic Composition

Ethnicity	Percentage
American Indian or Alaskan Native	1 %
Black or African American (African Native, Caribbean)	1 %
White	98 %

## Presbytery

Presbytery	GENEVA PRESBYTERY
Synod	SYNOD OF THE NORTHEAST
Community Type	N/A

## Contact Details

Contact Type:	Stated Clerk
Name:	Rev. Val Fowler
Full Address:	275 Plains Road, Honeoye Falls, NY 14472
Daytime Phone:	585-738-8283
Office Phone:	
Fax:	
E-Mail:	<a href="mailto:pastorval@junocom">pastorval@junocom</a>

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72464.AA0 : Presbytery of Geneva, Penn Yan, NY

Select a Position to be Filled:	Position Type * General Presbyter/Executive Presbyter/Presbytery Leader Experience Required: 2 to 5 Years Specify title if appropriate Transitional Leader
Employment Status: *	<input type="radio"/> Full-time <input type="radio"/> Part-time <input checked="" type="radio"/> Open to both <input type="radio"/> Bi-vocational (able to provide employment through outside partnership)
Training/Certificate Requirements:	<input checked="" type="checkbox"/> Interim Ministry Training <input type="checkbox"/> Certified Christian Educator <input type="checkbox"/> Conflict Mediator Training <input checked="" type="checkbox"/> Interim Executive Presbyter Training <input type="checkbox"/> Certified Business Administrator <input checked="" type="checkbox"/> Clinical Pastoral Education Training
Other Training	
Language Requirements:	<input checked="" type="checkbox"/> English <input type="checkbox"/> Spanish <input type="checkbox"/> Korean <input type="checkbox"/> Mandarin Chinese <input type="checkbox"/> Japanese <input type="checkbox"/> Cantonese <input type="checkbox"/> Taiwanese <input type="checkbox"/> French <input type="checkbox"/> Arabic <input type="checkbox"/> Armenian <input type="checkbox"/> Creole <input type="checkbox"/> Portuguese <input type="checkbox"/> Russian <input type="checkbox"/> Swahili <input type="checkbox"/> Burmese <input type="checkbox"/> Cambodian <input type="checkbox"/> Indonesian <input type="checkbox"/> Laotian <input type="checkbox"/> Thai <input type="checkbox"/> Vietnamese <input type="checkbox"/> Twi <input type="checkbox"/> Sign Language
Other Language	
Statement Of Faith Required:	<input type="radio"/> Yes <input checked="" type="radio"/> No
Clergy Couples (are you open to a clergy couple?):	<input type="radio"/> Yes <input checked="" type="radio"/> No
Deadline date for this MIF, if any:	<input type="text"/> ... (Optional)

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(If yes, please complete the Yoked Congregation Detail Form.)

Is this a yoked position?

Yes  No

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72464.AA0 : Presbytery of Geneva, Penn Yan, NY

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Format <input type="text"/>
<p>The Geneva Presbytery must recreate its Mission Statement.</p>				

Narrative Questions

**Note - the full text of the Narrative Questions can be found at the end of this document**

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Format <input type="text"/>
<p>The Presbytery of Geneva consists of 60 largely rural churches located in the iconic central Finger Lakes Region of upstate New York. We have a history of progressive engagement in both vision and mission. Our emphasis has been:</p> <ul style="list-style-type: none"><li>• Congregational Transformation<ul style="list-style-type: none"><li>◦ Creating Spiritual Energy</li></ul></li></ul>				

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Format <input type="text"/>
<p>The Presbytery of Geneva has turned the corner and has started to rebuild. Based on the advice of the SARC and our consultant, we are ready to start the redesign process with the skills of a Transitional Leader who has the ability to continue the listening process, identify critical needs, and then initiate the design programs that bring back the connectedness and vitality of our past and sets a clear path to our future. We expect this transition to take about two years at which time the presbytery will have resolved the path to permanent leadership in whatever form that takes (single leader, shared leader, arrangement with</p>				

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

<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	Format <input type="text"/>

There is no clear stated vision nor are there clear mission goals. Therefore, we need a leader who can help us discover and refine a vision for our presbytery, to develop goals and then develop a plan that implements the goals. Vision and goal setting will include a review of our structure, resources, and staffing. To facilitate these processes, we need a leader who is able to create inviting and safe spaces in which we can have deep conversations about the future direction of Geneva Presbytery. In addition to setting a vision and identifying goals, this position will assist us to discern the emerging needs of

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

Format

We invite a collaborative leader of energy, intelligence, imagination, and love, someone hopeful and gracious, with a genuineness of demeanor and spirit, who can work well in midst of anxiety for the “future of the church” in congregations and mid-councils. We seek a bridge-builder who can help us rebuild bridges to sessions, to committees, to other mid-councils, to persons hurt by the conflicts of the past, to the future of mission and ministry.

5. What specific tasks, assignments, and program areas will this person have responsibility?

Format

The main tasks are helping the people and congregations of the presbytery re-envision our mission and calling; helping us develop appropriate structures, resources, and staffing to move forward in mission; and supporting us during our search for the next missional leader of the presbytery. The focus is the classic transitional work of coming to terms with our heritage, looking forward to appropriate leadership, redefining our sense of purpose and direction, redeveloping relationships with congregations and other mid-councils, and assisting in developing our MIF.

Optional - 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)

Format

<http://www.presbyteryofgeneva.org/> Where needed, use the password: fingerlakes

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72464.AA0 : Presbytery of Geneva, Penn Yan, NY

Leadership Competencies:

[Click here for a complete list of Leadership Competencies Definitions.](#)

Select up to 10 Leadership Competencies from the list below. \*

- |  |  |
|--|--|
| <input type="checkbox"/> <a href="#">Compassionate</a>                       | <input checked="" type="checkbox"/> <a href="#">Hopeful</a>                        |
| <input type="checkbox"/> <a href="#">Preaching and Worship Leadership</a>    | <input type="checkbox"/> <a href="#">Spiritual Maturity</a>                        |
| <input type="checkbox"/> <a href="#">Lifelong Learner</a>                    | <input type="checkbox"/> <a href="#">Teacher</a>                                   |
| <input checked="" type="checkbox"/> <a href="#">Communicator</a>             | <input type="checkbox"/> <a href="#">Bilingual</a>                                 |
| <input type="checkbox"/> <a href="#">Public Communicator</a>                 | <input type="checkbox"/> <a href="#">Media Communicator</a>                        |
| <input type="checkbox"/> <a href="#">Technologically Savvy</a>               | <input type="checkbox"/> <a href="#">Advisor</a>                                   |
| <input type="checkbox"/> <a href="#">Change Agent</a>                        | <input checked="" type="checkbox"/> <a href="#">Contextualization</a>              |
| <input type="checkbox"/> <a href="#">Culturally Proficient</a>               | <input type="checkbox"/> <a href="#">Externally Aware</a>                          |
| <input type="checkbox"/> <a href="#">Entrepreneurial</a>                     | <input type="checkbox"/> <a href="#">Risk Taker</a>                                |
| <input type="checkbox"/> <a href="#">Task Manager</a>                        | <input checked="" type="checkbox"/> <a href="#">Willingness to Engage Conflict</a> |
| <input type="checkbox"/> <a href="#">Decision Making</a>                     | <input checked="" type="checkbox"/> <a href="#">Organizational Agility</a>         |
| <input checked="" type="checkbox"/> <a href="#">Strategy and Vision</a>      | <input type="checkbox"/> <a href="#">Financial Manager</a>                         |
| <input type="checkbox"/> <a href="#">Funds Developer</a>                     | <input checked="" type="checkbox"/> <a href="#">Collaboration</a>                  |
| <input checked="" type="checkbox"/> <a href="#">Interpersonal Engagement</a> | <input checked="" type="checkbox"/> <a href="#">Bridge Builder</a>                 |
| <input type="checkbox"/> <a href="#">Motivator</a>                           | <input type="checkbox"/> <a href="#">Personal Resilience</a>                       |
| <input type="checkbox"/> <a href="#">Initiative</a>                          | <input type="checkbox"/> <a href="#">Flexibility</a>                               |
| <input checked="" type="checkbox"/> <a href="#">Self Differentiation</a>     |  |

### Compensation and Housing

A range is needed for matching purposes. The maximum effective 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 (Whole \$): \* \$40,000

Maximum Effective Salary (Whole \$): \* \$80,000

### Housing Type

- Manse  
 Housing Allowance  
 Open To Either  
 N/A (For non-pastoral positions)

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### 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? \*

Yes  No

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72464.AA0 : Presbytery of Geneva, Penn Yan, NY

Below, please list three persons who know your congregation. You might list your Presbytery leadership, a neighboring pastor, or other persons who you believe can give a clear and accurate reference for your congregation.

### References (Limit 3)

Name	Full Address	Phone	Relation	Email
Rev. David Kigore	360 North Avenue, Avon, NY 14414	585-438-3052	Past Presbytery Moderator	Name1@mail.com
Rev. Val Fowler	275 Plains Road, Honeoye Falls, NY 14472	585-738-8283	Presbytery Stated Clerk	Name2@mail.com
Rev. Lynette Sparks	4 Meigs Street, Rochester, NY 14607	585-271-6537 ex 106	SARC Convenor	Name3@mail.com

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72464.AA0 : Presbytery of Geneva, Penn Yan, NY

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

Name	<input type="text" value="Robert Seem"/>
Address, City, State Zip	<input type="text" value="2445 Traver Road, Seneca Falls, NY 13148"/>
Preferred Phone	<input type="text" value="315-568-5637"/>
Alternative Phone	<input type="text"/>
Fax	<input type="text"/>
E-mail Address for PNC Communications	<input type="text" value="presbyterysearch@presbyteryofgeneva.org"/>

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## Narrative Questions

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

The Presbytery of Geneva consists of 60 largely rural churches located in the iconic central Finger Lakes Region of upstate New York. We have a history of progressive engagement in both vision and mission. Our emphasis has been:

- Congregational Transformation
  - Creating Spiritual Energy
  - Understanding Congregational Identity
  - Developing a Ministry Team
  - Re-entering the Community
  - Developing a Ministry Plan
  - Developing a Financial Base for Ministry and Mission
- Spiritual Development
- Building Relationships
- Mission

As with many other presbyteries, Geneva has become more diverse: ethnically, politically and economically. In this changing setting, we hired an Executive Presbyter in 2007 with great hope and expectation. But over time the relationship with the EP declined as transparency in functional and financial operations weakened, and divisions grew. The relationship with the EP was dissolved in 2014 and a Special Administrative Review Committee (SARC) assisted us to move from our hurt and brokenness towards healing and confidence to rebuild. We have made some early successful steps to rebuild and we are anxious to continue to move forward. Structural healing must accompany the positive start. The Presbytery of Geneva is recapturing its best self, but also wants to go further and create a new best self.

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

The Presbytery of Geneva has turned the corner and has started to rebuild. Based on the advice of the SARC and our consultant, we are ready to start the redesign process with the skills of a Transitional Leader who has the ability to continue the listening process, identify critical needs, and then initiate the design programs that bring back the connectedness and vitality of our past and sets a clear path to our future. We expect this transition to take about two years at which time the presbytery will have resolved the path to permanent leadership, in whatever form that takes (single leader, shared leader, arrangement with other presbyteries, or whatever the Spirit

reveals). We define the position as temporary, but it is possible that the Transitional Leader could find a permanent home with us.

The calling is for a strong spiritual leader; someone who can help us rebuild trust and connections within our congregations/sessions; someone who will listen to and discern the emerging needs of our congregations and willingness to extend a hand to help congregations trust and see presbytery as a resource; someone to establish regional cooperation with neighboring presbyteries; a leader to help us discern the needs of Geneva Presbytery and with trust and transparency move us to recover from our troubled recent past; a collaborative leader who will work with and train committees to move in a forward path to carry out their duties with proficiency.

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

There is no clear stated vision nor are there clear mission goals. Therefore, we need a leader who can help us discover and refine a vision for our presbytery, to develop goals and then develop a plan that implements the goals. Vision and goal setting will include a review of our structure, resources, and staffing. To facilitate these processes, we need a leader who is able to create inviting and safe spaces in which we can have deep conversations about the future direction of Geneva Presbytery. In addition to setting a vision and identifying goals, this position will assist us to discern the emerging needs of congregations, to set a course that will help us move good leaders and good churches to great, to increase collaboration, accountability, openness and transparency in presbytery processes, and to help us identify the sort of presbytery leader we will need next.

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

We invite a collaborative leader of energy, intelligence, imagination, and love, someone hopeful and gracious, with a genuineness of demeanor and spirit, who can work well in midst of anxiety for the “future of the church” in congregations and mid-councils. We seek a bridge-builder who can help us rebuild bridges to sessions, to committees, to other mid-councils, to persons hurt by the conflicts of the past, to the future of mission and ministry.

Our transitional leader should be self-differentiated yet good at developing connections to others, able to handle anxiety and anger yet remain calm and not become defensive. We hope

for someone who can foster presbytery as a safe and hope-filled space. We look for someone versed in multicultural and socio-economic differences. We seek strengths in change theory, constructive conflict management, church organizational dynamics, and transitional ministry. We require demonstrated ability to function in the aftermath of high-level conflict. Experience in mid-councils is helpful.

We seek someone who appreciates all the children in the family as we become more diverse and inclusive: majority and racial ethnic, young and old, progressive and conservative, emerging and traditional, rural and urban, in small and large membership settings. We want someone who can help us build on our past strengths, reinforce our progress, and help us move into God's future for the community of Geneva presbytery.

And walk on water.

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

The main tasks are helping the people and congregations of the presbytery re-envision our mission and calling; helping us develop appropriate structures, resources, and staffing to move forward in mission; and supporting us during our search for the next missional leader of the presbytery. The focus is the classic transitional work of coming to terms with our heritage, looking forward to appropriate leadership, redefining our sense of purpose and direction, redeveloping relationships with congregations and other mid-councils, and assisting in developing our MIF.

An early task will be listening to those troubled by conflict with the previous presbytery leadership to deal with the emotional and structural aftereffects. Much time will be devoted to rebuilding relationships and processing emotions and mistrust from the turmoil to prepare for open, healthy discussions of our role and future. This person may receive the projection of all that is wrong and all that is hopeful about the presbytery. This person will help design the process for listening to constituencies and searching for the next leader. There may be talks with other mid-councils about shared staffing, resources, and even boundaries. The transitional leader will help us with the mission review and re-visioning for the MIF, and as appropriate work with the presbytery's search committee. In partnership with Council, this person will manage our general missional operation and tasks listed on its position description.