



Regional Minister

Christian Church (Disciples of Christ) in Indiana

Position Description

The Christian Church (Disciples of Christ) in Indiana seeks a full-time Regional Minister to provide executive and visionary leadership for the Region beginning in September 2023. Joining a dedicated staff team, the Regional Minister is called to lead the spiritual, pastoral, and administrative care of the church in the Region. Primary responsibilities will be the care and support of congregations and clergy, supporting the regional program and structure, and representing the Region to the wider community.

Qualifications

- Ordained minister with standing in the Christian Church (Disciples of Christ)
- Have obtained a Master of Divinity degree
- Commitment to Anti-racist/Pro-reconciling work, having completed AR/PR training within the last five years
- Experience as congregational pastor, with particular expertise in budgeting, fundraising, and staff and program leadership
- Experience in regional church leadership (as staff and/or volunteer)
- Bi-lingual or multi-lingual preferred (Spanish, Korean, French, English)
- Cross-cultural competency and experience with intersectional justice-making
- Experience with implementing diversity and inclusion initiatives
- Understanding and commitment to the Ministerial Code of Ethics
- Ability to preach prophetically and communicate to inspire action
- Understanding of the history of the Christian Church (Disciples of Christ) and commitment to Disciples identity, polity, ethos, and mission
- Experience with different congregational contexts; in particular, the differences in geography, income, building size, and pastoral needs
- Experience providing leadership within a community of shared accountability
- Willingness and ability to travel

Regional Minister Roles and Responsibilities

Support for Congregations and Clergy

- Walk alongside the Region's 130 congregations and their leaders, attending to them during times of celebration, crisis, loss, conflict, and transformation. Preaching and leading worship as needed.
- Provide support and counsel to clergy in times of crisis, joy, and transition, serving as a pastor to pastors.
- Resource congregations through all steps of the Search and Call process, in collaboration with other regional staff.
- Utilize a variety of communication methods to help people stay connected within the Region.
- Model practices of self-care, attention to spiritual growth, and sabbath-keeping.
- Recruit, train and support the Regional Elders.
- Identify and develop future clergy and lay leaders for congregations and the Region.

Support for Region's Program

- Foster communication and collaborative connections between congregations and the wider church.
- Provide administrative leadership for grant-funded initiatives such as Flourish, including fundraising and program oversight.
- Support the region's four commissions (Unity and Witness, Stewardship, Ministry, and Faith Formation) and their volunteer leaders. This includes the camp program and the Commission on Ministry's Reference and Counsel subgroup.
- Guide the Region's church multiplication initiatives and support regional church planters.
- Plan and execute fundraising promotions for the Annual Fund, Christmas Offering, and other campaigns.

Support for Region's Structure

- Lead the regional staff, providing supervision and annual performance reviews. Arrange bi-annual meetings between staff and Personnel and Pastoral Relations Committee.
- Serve as resource and staff liaison to Regional Moderator, Regional Board, Personnel/Pastoral Relations Committee, Finance Committee, and Nominating Committee.

Responsibilities on Behalf of the Region

- Through the preaching of the Gospel and other speaking opportunities, share the voice and witness of the Region across Indiana and in the public square.

- Engage with and provide leadership to organizations related to the region (including, but not limited to, Christian Theological Seminary, the Indiana Interchurch Center, and the Indiana Judicatory Leaders.
- Participate fully with and provide leadership to wider church governing bodies such as the General Board, General Assembly and the College of Regional Ministers.

Profile of the Christian Church in Indiana

Founded in 1839, the Christian Church (Disciples of Christ) in Indiana today is composed of 130 congregations located throughout the state. Our congregations are found near county courthouses, adjacent to rural fields, in urban centers, and in suburban neighborhoods. We celebrate the diversity in our Region provided by nine African American congregations, five Hispanic congregations, one Korean congregation and one Congolese congregation. With about 15,000 persons on the rolls of our churches, we count nearly 7,500 gathering for worship in any given week. Among Indiana congregations you will find broad theological and political diversity. At times, polarization can tear at the fabric of our community life. Still, we claim our identity as a diverse community of congregations called by God to act together in love.

Like churches everywhere, many Indiana congregations struggle to adapt to the well-documented challenges facing the Mainline church. Among these are some churches whose buildings are no longer well-suited for their ministry. As church leaders seek guidance, the regional office is often the first place they call for help. The Region walks with these congregations, offering care, community, and resources for the challenges they face.

The Region's life is governed by a 15-person Regional Board elected at the Regional Assembly held in the fall of even numbered years. The work of the Board is divided among four Commissions—Ministry, Faith Formation, Unity and Witness, and Stewardship. In addition, we accomplish our work through five specialized committees—Pastoral/Personnel Relations, Finance, Nominating, Bylaws, and Regional Assembly Program.

A significant program ministry of the Region is summer camp and conferences for children and youth. We offer 12 camps divided between two locations—the Geneva Camp and Conference Center and the Bedford Camp and Conference Center. In 2019, pre-COVID, we had 327 campers. In 2021 we had 174 campers.

The Regional Staff consists of Associate Regional Minister Carolyn Reed, Associate Regional Minister Cheryl Russell and Ministry Associates Sarah Riester, Candace Boyd Simmons, and Krista Hunter. Sarah is also the Administrator of our ongoing FLOURISH! program, a partnership with the Lilly Endowment (providing stewardship and financial education, and over \$1 million in debt relief grants to our pastors). A group of ten Regional Elders assist with care for pastors and congregations.

Because of the location of both the Disciples Center and Christian Theological Seminary in Indianapolis, the Region has strong ties to these entities and the staff who serve them. This is a

strong resource for the Region and requires the Regional Minister to be engaged with them frequently as a direct ministry partner.

The Region has an office suite, shared with the United Church of Christ, in the Indiana Interchurch Center in Indianapolis, and as we emerge from the pandemic, staff have been operating in a hybrid work environment.

In 2012, our Region declared that sexual orientation is not a criterion to be considered for purposes of ordination or commissioning ministers. An increasing number of our congregations are identifying themselves as Open and Affirming, including nine now listed on the Disciples Alliance Q website.

In 2014, our Regional Assembly mandated that our clergy participate in regular Anti-Racism training. In 2020, responding to the death of George Floyd, our Regional Board strengthened our commitment to expand the Pro-Reconciliation/Anti-Racism training and resourcing to our congregations. Candace Boyd Simmons provides staff leadership for these initiatives as Reconciliation Program Coordinator.

The region is blessed with stable finances made possible by gifts from our congregations and supporters to Disciples Mission Fund, the Christmas offering, and Annual Fund, along with carefully managed endowment income. This has allowed the region to remain debt-free and even add to its reserves in eight of the last ten years.

In 2018, we sold the Barbee Christian Camp in northern Indiana for \$1.5 million. We set aside \$1 million in a permanent fund to annually assist the two camps we use with capital improvements, and we have designated \$500,000 to be used to assist our congregations in faith formation projects and activities.

How to Apply

Those interested in applying should send a letter of interest to the Search Committee as soon as possible, but no later than **April 15, 2023**. These letters should be sent to Matt Rosine, Search Committee chair, at **mrosine@ccf.disciples.org**. The letter should outline personal qualifications, skills and/or experiences that align with the position description and profile of our region. It should also include the applicant's preferred email address and phone number.

All applicants are required to have a complete, current profile and reference letters on-file through the Search and Call system of the Christian Church (Disciples of Christ).