



Church Leadership Connection
Connecting | Discerning | Calling

Ministry General Information

Ministry Name Forest Hill Presbyterian Church	Presbytery Western Reserve	Synod The Covenant
Email office@fhcpresb.org	Preferred Phone 216-321-2660	Website Address www.fhcpresb.org
Mailing Address 3031 Monticello Blvd, Cleveland Heights, OH 44118-1250	Alternate Phone/Email	Community Type Suburban
Congregation or Organization Size 251-400 members	Curriculum New testament books, old testament books, Follow Me Curriculum and LifeGuides Bible Studies from Inter Varsity Press	Average Worship Attendance 163
Church School Attendance 25	Statistical Report https://ogaapps.pcusa.org/api/report/6371	
Intercultural Composition White: 79%, Black/African American/African: 12%, Prefer not to answer: 6%, Multiracial: 1%, Asian/Pacific Islander/South Asian: 1%, Hispanic/Latinx: 1%		Released Date

Information about the Position

Position Requirements	
Position Type(s) Head of Staff	Language Requirements English
Experience Required 2 to 5 Years	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes

Ministry Requirements
Church Mission/Vision Statement Our Mission is to Discover God's call, Celebrate the Spirit's presence, and Witness to Christ's transformative power.

Our Vision is making Christ's reconciling love visible in our lives, church, and community by living our faith boldly, practicing radical inclusion, and courageously pursuing social justice. We strive for a world united as the Beloved Community, where justice, dignity, and shared abundance end poverty, discrimination, and violence; where love and trust triumph over fear and hatred.

Our Guiding Principles

- Demonstrating the love of Jesus Christ
- Deepening our inward spiritual journey
- Standing in solidarity with those on the margins
- Providing immediate relief to those in need and advocating for addressing the systemic causes of injustices
- Welcoming all into our worshiping and working community, affirming that all abilities, genders, races, economic circumstances, sexual orientations, and national origins are equal in the sight of God.

Tasks, expectations, salary range, duties, supervision, assignments, and responsibilities for the position.

We offer an opportunity to lead a progressive, courageous, and hope-filled church into deeper discipleship, justice, and inclusive community life by

- Providing visionary spiritual leadership, modeling the way of Jesus in Word, Sacrament, and service.
- Guiding us in worship, teaching, pastoral care, and community engagement.
- Collaborating with staff, Session, and lay leaders, fostering a culture where members actively lead worship, ministries, missions, and social justice initiatives.

Responsibilities include preaching and teaching, administering sacraments, moderating Session and congregational meetings, providing pastoral care, and developing lay leadership. The Pastor works with Session to create and maintain a strategic vision and plan to achieve that vision. The pastor also supervises and develops staff, liaises with committees, and nurtures stewardship, outreach, and small group ministries. Representing our church in the local community and the wider Presbyterian Church, our Pastor encourages faithful engagement in building the Beloved Community.

Candidates should bring relational, communicative, and collaborative leadership skills, and be able to inspire a congregation empowered by lay leadership. They will ensure that all systems, practices, and ministries reflect Christ's love and the transformative power of the Gospel.

Compensation & Housing

Minimum Effective Salary

80000

Housing Type

Housing allowance

MDP - Narratives

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 or program?

We envision a ministry bringing faith to life through inclusion, justice, and active discipleship. Rooted in the Reformed tradition and shaped by our Matthew 25 and More Light commitments, we strive to embody Christ's love by connecting worship, learning, service, and advocacy. Our congregation thrives by engaging and empowering lay members to lead ministries, shape social justice initiatives, and create meaningful community impact.

We see ministry as both inwardly nurturing and outward-facing. Our vibrant worship and preaching, along with our children's ministry, music program, and opportunities for adult spiritual growth inspire us to live our faith beyond our walls. We strive to build authentic relationships across differences of race, culture, gender identity, and theology, and we partner with local organizations to advance social justice. Small groups and member-led initiatives cultivate leadership, equip disciples, and sustain our work in the world.

This vision positions our church to be a prophetic, hopeful presence in our city, modeling radical inclusion, confronting injustice, and offering guidance for faithful action in challenging times. Our broader commitments provide a guiding framework that aligns priorities, inspires initiatives, and empowers the congregation to repair a broken world with courage, compassion, and communal creativity.

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?

Our church sits at the border between East Cleveland and Cleveland

Heights, a vibrant, diverse, and welcoming community filled with residents who care deeply about their neighborhoods and their future. However, the broader parish area shares the same challenges of inner-ring suburbs marred by historic redlining practices: varying degrees of residential segregation, economic distress, fights over public school funding, and housing quality.

We maintain diverse ministries and community partnerships, largely focused on social justice and racial equity:

- Food Pantry: weekly operating the fourth largest food pantry in northeast Ohio with the Cleveland Food Bank
- Racial Equity Buddies & Book Club: workgroups discussing and combating racism
- Education Debt Repair: providing educational debt relief to qualifying minority candidates

- Alcoholics Anonymous: one of the oldest meeting groups in Ohio
- Immigration Task Force: educating the congregation and working with various immigration interest groups
- A Sanctuary church: providing sanctuary housing in our church to people facing immigration issues
- Greater Cleveland Congregations: an interfaith organization building power for social justice in Cleveland
- A More Light Congregation: supporting the LGBTQIA+ community's full participation in church and society
- Presbyterian Earth Care Program: stewarding God's creation
- Eastside Citizens' Empowerment Foundation: informing and empowering citizens to volunteer in ways that benefit Eastside communities

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?

The Head of Staff will:

- Supervise, support, and work collaboratively with two program staff members
 - Full-time Director of Family, Youth and Children who has her Ph.D. in Education and 20 years experience.
 - Three quarter-time Director of Music/Organist who has her Ph.D. in Harpsichord also is adjunct faculty at the Baldwin Wallace University Conservatory of Music faculty.
- Supervise and support part-time other staff members who also work directly with and are supported by Ministries within the church
 - Building Manager (supported by Trustees), who also supervises a custodial staff of two people
 - Bookkeeper (supported by Co-Treasurers)
 - A Community Engagement Manager and a Digital Communications Manager who are supported by the Communications Committee
- Moderate Session meetings
- Function as staff liaison to:
 - Ministries: Family, Youth, and Children; Worship; Justice; Trustees; Church Growth; Stewardship; Adult Spiritual

Growth; and Deacons.

- Committees: Personnel, Finance, and Communication committees
- Support selection of future leadership by providing guidance to the Nominating and Personnel Committees
- Liaise with the Stewardship Ministry and the Finance Committee/Co-Treasurers to ensure the financial goals of the church are met
- Support development of lay leadership programs
- Build relationships with congregants and be present with them during challenging times

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.

We seek a pastor whose gifts will help our congregation grow into the next chapter of its ministry.

Because our church has long relied on strong lay leadership, we are looking for a pastor who excels at empowering others. Relational, communicative, and collaborative leadership skills are essential. The pastor will be someone who inspires, equips, and develops lay leaders so that members feel confident organizing ministries, small groups, and opportunities for spiritual formation and connection. Experience leading congregational change in a culture where ministry is widely shared would be especially valuable.

Strong organizational and communication skills will also be important. Our next pastor will help strengthen coordination among ministries, staff, and programs, while fostering collaboration. The ability to guide thoughtful evaluation of ministries and staffing needs, while honoring the congregation's traditions, will help us focus our energy and resources for the future.

We value a pastor who is compassionate and approachable, with the courage to address difficult issues with grace and pastoral sensitivity. The candidate should have experience engaging multiple generations and a passion for social justice.

Ultimately, we seek a visionary yet humble leader who can help cultivate deeper discipleship, inclusive community, and a shared commitment to justice, service, and the Beloved Community.

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

A key responsibility of this position is to provide leadership for the church to identify and address its top priority challenges and opportunities, which include:

- Create more opportunities for engagement within FHC to foster meaningful relationships and spiritual growth (e.g. small groups)

- Strengthen the process by which lay leaders are equipped for ministry.
- Review the current staffing model to ensure that the programs and outward facing initiatives of FHC are fully supported and the daily work requirements of the church are met.
- Undertake a clear-eyed evaluation of the sustainability of signature ministries and missions of FHC and help the congregation discern its capacity and priorities.
- Facilitate improving the communication and teamwork between the various ministries and programs to more effectively achieve common goals
- Help craft and execute more effective Church Growth strategies
- Support the development of a youth program while continuing to encourage the growth of the children's ministry.

Specific time commitment related expectations for this position include:

- Attending some evening meetings; schedule to be determined in conjunction with Session.
- Leading an Adult Spiritual Growth program once or twice a year
- Periodically sharing/participating in youth and intergenerational programs
- Providing Pastoral Care with assistance from Deacons (Deacons visit homebound members and arrange meals as needed)

Optional Links

Mission statements - Mission statements of FHC Ministries - <https://fhcpresb.org/wp-content/uploads/2024/02/Creating-Racial-Equity-Ministry-Mission-Statements.pdf>

References

Reference #1	Reference #2	Reference #3
Lois Annich Former transitional associate pastor (216) 401-7873 revlois@yahoo.com	Lynda Bernays Retired church administrator (216) 337-5946 lyndabernays@sbcglobal.net	Sonji Kenyatta Former member (216) 533-0134 Sonji_Kenyatta@yahoo.com

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