



## Ministry General Information

Ministry Name	Presbytery	Synod
Peace Covenant Presbyterian Church	Tropical Florida	South Atlantic
Email	Preferred Phone	Website Address
clerk@peacecovenantkeywest.com	305-294-1223	www.peacecovenantpkw.com
Mailing Address	Alternate Phone/Email	Community Type
2610 Flagler Ave, Key West, FL 33040-3937		Town
Congregation or Organization Size	Curriculum	Average Worship Attendance
Under 100 members	No formal curriculum	40
Church School Attendance		
15		
Intercultural Composition		
White: 98%, Hispanic/Latinx: 2%		

## Information about the Position

### Position Requirements

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Position Type(s)	Language Requirements
Transitional/Interim Position	English

**Experience Required**

2 to 5 Years

**Statement of Faith required?**

Yes

**Specify Title / PT Work Hours (if applicable)**

Pastor/25-40

**Are you open to a clergy couple?**

Yes

**Employment Status**

Full-time / Part-time

**Training/Certificate Requirements**

Interim Ministry Training

## Ministry Requirements

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**Church Mission/Vision Statement**

Transform the Peace Covenant foundation operationally and spiritually (1) to effectively serve its congregation and a swiftly changing community; (2) to understand and capitalize on the skills and commitment of the current congregation while bringing in new members and friends to strengthen our foundation; and (3) to determine and implement its mission in the Key West community. We are cognizant of the challenges we face as our congregation and community ages. We know that each pledging member who moves permanently to the mainland for health care or family connections means we must adjust yet again. Those challenges can be daunting in what is a transient tourist community unlikely to be filled with those actively seeking a permanent church home – even if we can tap into a younger market and/or the transient military family community.

We can pro-actively meet those challenges with solutions. We can recognize those challenges for what they are and we can refuse to shy away from the tough decisions. Most of us are open to better ways of connecting to the community, ways that will help us grow our membership base and secure the congregation's success for the future, while sustaining the congregational, community mission culture.

## Tasks, expectations, duties, supervision, assignments, and responsibilities for the position

### Working with and through Session:

1. **Strengthen and build the operational foundation of the church**, including, but not limited to office management; regular office hours for pastor; financial stability including stewardship campaigns; formal, in-person, regularly scheduled Session meetings, including committee commitments and reports to ensure the smooth and appropriate flow of church operations. This will require a full assessment of current operations and responsibilities, financial commitments and budget review, and a general “how things get done” revamp so that operations are clearly delineated.
2. **Strengthen build the spiritual and collaborative environment of the congregation** through a return to more traditional preaching style in worship services and a re-commitment to adult and youth Sunday School, including but not limited to regularly scheduled opportunities to gather and share. The pastor teaches the adult Sunday School.
3. **Commit to a two-year process for stabilizing the operations and spiritual growth** during which time the congregation will determine its future, grow its presence in and service to the community and prepare the church to grow spiritually and in ministry to the community. Lead the congregation to bluntly analyze its current and future financial abilities, its members’ capacities to development, implement and sustain church and mission changes and growth.

## Compensation & Housing

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Minimum Effective Salary

69000

Housing Type

Manse

## MDP - Narratives

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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?

Peace Covenant's vision for ministry focuses on serving its congregation and in supporting existing and new outreach to at-risk people in the community. We have a robust tradition of supporting missions and charitable organizations. That commitment remains even in the face of declining membership. Our members follow the credo: "I am the church, you are the church, we are the church TOGETHER." While many in Key West and the Florida Keys enjoy a comfortable lifestyle, there are substantial needs to be filled. Homelessness, domestic abuse, hunger, mental health and poverty are all areas of concern to which Peace Covenant has always played a significant role in assisting with those needs. That community need is often invisible beneath the trappings of a vibrant vacation destination. Peace Covenant serves the needs of the less fortunate and displaced souls. There is no doubt that Peace Covenant's future will include its strong commitment to local mission.

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?

There really is such a thing as the Key West state of mind.

We are closer to Havana than to Miami. We are connected to the mainland by 150-plus-miles of electrical cords and water lines. We live in a place where when one says, "come visit," everyone does. Over the past two decades and escalating since 2015, we have become less a hometown and far more a vacation and second-home destination. In many ways, those changes have hollowed out our middle and working class families. We are a city of 26,000 permanent residents.. Tourism is the revenue stream that keeps folks employed and that makes us crazy when we can't get from home to church in 10 minutes because of that scooter in front of us.

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?

We are not Disney World's Key West. We are a real city with real people who work for a living, take their kids to school, argue politics, complain about taxes and too many cars and not enough parking spaces and health care that too frequently means an overnight trip to the mainland. We worry about what happens when we need assisted living. More than half of our island's permanent population is a single paycheck away from being unhoused or unfed. We scramble to pay the ever-increasing rent and many of us work two or three jobs to make ends meet. We worry about climate change and sea-level rise in ways our off-island friends can't imagine. Those are real things for us; we see the results every time it rains during King Tide time and the Peace Covenant parking lot looks more a lake than a lot.

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 Peace Covenant congregation historically brings solid, experienced and committed determination to its daily and ministry tasks. When members commit to a plan they are consistent in their efforts to accomplish it. The past year has taught us that we cannot wait for "someone to tell us what to do," and instead must shoulder the responsibilities. There have been times along this path when that was neither easy nor without conflict. And yet we persisted.

We cannot move forward to build our operational and spiritual foundations without a strong, future-forward leader, a pro-active individual who will quickly grasp both our strengths and challenges organizationally and spiritually.

Our pastor is head of staff, supervising the part-time office, music and youth teachers. It will be important for pastor to bring pro-active administration skills and strategic thinking to ensuring that committees, volunteers and staff are working in sync to build and maintain a strong operational foundation.

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?

Our pastor should respect the familiar orders of worship while introducing new approaches that will appeal to new, younger members and families. It is a delicate balance to achieve between those who are most comfortable with a friendly homily as the sermon and those who welcome and crave deeper theological teaching. But, despite that dissonance, the entire congregation is open to new ways of doing things and is eager to adapt to today's worship cultures and music.

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.

Our pastor should bring two significant skill sets to our congregation:

- Pro-active, innovative strategic thinking with the capacity to research, develop, communicate and implement hand-in-hand with Session and the congregation operational, administrative and executive-manager-level action plans. We are good followers. We are able to explain what we could and should do. We will actively participate in discussions of possibilities. We have good ideas. We are not skilled at weaving together a strategic plan with action steps and managing its implementation. We struggle with seeing how to get to the goal. We want a pro-active leader.
- Preaching, teaching and leader skills that embrace the diversity of our congregation and our community. We seek a pastor whose preaching and teaching affirm our beliefs and whose preaching and teaching move us to expand our theological understanding, our knowledge of what it means to be Presbyterian and inspires us to fulfill our ministry individually and collectively within ourselves, our congregation and our community.

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

- Head of staff: Manage and direct part-time office, music and teaching staff; assist with financial oversight and budget preparation; ensure committees are functioning appropriately
- Moderate Session, including helping to set the agendas, stewardship, member care and establishing an effective committee structure
- Provide the customary pastoral care of members, with an emphasis on maintaining regular office hours and building strong collaboration and relationships with members and community friends. It should be noted that our congregation's needs for weddings, baptisms and funerals is very limited
- Sunday Worship Services, Communion and other special services
- Teach Adult Sunday School
- Community involvement and connections as appropriate

## Optional Links

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### Key West Island

News - Local news and analysis focusing on what it's like to live in Key West and the Florida

Keys - <https://www.keywestislandnews.com>

## References

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### Reference #1

Randy and Libby  
McDonald  
Former members

### Reference #2

Daris Bultena  
General Presbyter,  
Presbytery of

### Reference #3

Ron Zemlicka  
Former member and  
elder

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## Self-Referral Contact Information

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