



### Ministry General Information

Ministry Name Kirk in the Hills Presbyterian Church	Presbytery Detroit	Synod The Covenant
Email info@kirkinthehills.org	Preferred Phone 248-626-2515	Website Address www.kirkinthehills.org
Mailing Address 1340 W Long Lake Rd, Bloomfield Hills, MI 48302-1335	Alternate Phone/Email	Community Type Suburban
Congregation or Organization Size 1001-1500 members	Curriculum Youth includes Young Children in Worship, Spark House, VBS - Living Waters of the World, Diverse offering for middle and high school, adult formation and other adult programming.	Average Worship Attendance 600
Church School Attendance 85	Statistical Report <a href="https://ogaapps.pcusa.org/api/report/3180">https://ogaapps.pcusa.org/api/report/3180</a>	Released Date 2/11/2025
Intercultural Composition White: 96%, Middle Eastern/North African: 1%, Black/African American/African: 1%, Hispanic/Latinx: 1%, Asian/Pacific Islander/South Asian: 1%		

### Information about the Position

Position Requirements	
Position Type(s) Executive Pastor	Other Training Master or Doctor of Divinity; Bachelor's or Master's with a business or finance orientation. Specialized training in spiritual formation
Experience Required 5 to 10 Years	Language Requirements English
Specify Title / PT Work Hours (if applicable) Pastor for Spiritual Formation and Discipleship and Chief Operating Officer	Statement of Faith required? Yes
Employment Status Full-time	Are you open to a clergy couple? Yes

Ministry Requirements
Church Mission/Vision Statement

"We envision a world where every heart experiences God's transforming Love." Adopted in 2020 as part of a series of listening sessions with 400 members of the congregation, this statement became the Kirk's Vision.

Approved by the Session, it binds the congregation together in a common purpose. This statement was expressed often throughout the self-study process, particularly in the congregational conversations (small group settings with members of the congregation) hosted by the then Interim Senior Pastor and Strategy Committee. Consistent with this Vision, our pastors strive to share the Good News of the Risen Christ in an energized, inviting and meaningful manner. Our Mission is to "Love like Jesus." We live to become more like Jesus; to be a community where all people can take root in God's love and grow in service. Ours is a church that hopes to look beyond our own needs and, like Jesus and his disciples, share our fish with the world. As a church we seek to be warm and engaging, open and inclusive of all ages and backgrounds, and active in service of Christ. The self-study revealed that the Kirk's congregation leans "center right" with approximately 60% theologically conservative and 40% theologically progressive. We view this diversity as an important strength. It demonstrates our hospitality to all those searching for a church home, openness to various journeys of faith, and aligned with our Vision.

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

The Executive Pastor has both ministerial and business responsibilities. The Executive Pastor is "second in command" organizationally to the Senior Pastor and Head of Staff. The Executive Pastor serves as the Spiritual Formation pastor who helps guide and nurture the spiritual growth of Kirk members of all ages; helping them on their personal faith journey to deepen their relationship with God and to become more Christlike disciples reflecting this love and grace for others. The position also serves as the Chief Operating Officer addressing the operational, administrative, and financial aspects of the church.

As a routine practice, Kirk in the Hills Presbyterian Church (USA) (the "Kirk" or the "church") will use secondary references not listed on any potential candidate's PDP. In applying for this position, you agree to secondary reference checks.

### Compensation & Housing

Minimum Effective Salary  
95000

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?

Our commitment to the Kirk's Vision is how we seek to do God's work in our community and beyond. Approximately 10% of the congregational giving is committed to Outreach. The Kirk is active with schools, nonprofits, and civic organizations in Pontiac, MI, our neighbor to the north and a community often disenfranchised. We help by delivering food, clothing, furniture, tutoring, and other services to residents. Accent Pontiac, a Kirk founded 501(c)(3) non-profit corporation, seeks to strengthen the Pontiac community and create social change by providing music education to students in the public school system. We seek God's transforming love for our own congregation with preaching that is scripture-based and illuminates God's word in creative and impactful ways. Music is an important element of each service, led by our choir, organist, and occasionally instrumentalists. Lay member often share faith stories or informational updates in worship services. Small groups allow members to engage in faith-building and the social life of the church. Sunday services and the events are live streamed to members and others who are not able to attend in person.

The Kirk ministers to residents of the Fox Run retirement community (Novi, MI) where services are live streamed, communion is shared, and participation by all residents is encouraged. We seek to continuously understand the needs of our neighbors and get behind what God's spirit is already doing.

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 Kirk is a regional church that draws members from a broad geographic area in Metro Detroit. The Kirk is known, among other things, for its traditional worship, music ministry, programming and highly visible campus. Approximately 92% of Kirk members reside in Michigan, 55% in 13 surrounding zip codes, and 38% in the 4 zip codes most contiguous to the campus. Faith receptivity in the community is reported as average when compared to national trends. Demographic data suggests many in the local community prefer a more traditional church service which the Kirk offers. The local community tends to be affluent, well educated, married with a well balanced generational blend. Our Vision and Mission guide the programming and work of each

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area of ministry. We strive to offer traditional services and opportunities for active engagement in the life of the church. The Kirk's own membership demographics (13% Gen Z, 14% Millennial; 17% Gen X; 36% Boomer; 18% Silents; 2% unknown) make member growth and engagement a strategic imperative, especially among young families. Increased resources and attention are now focused on growth. National data suggests that many Americans are leaving the church but retain practices and remain open to eventually returning. The Kirk is not immune to this trend and has unfortunately been impacted. We strive to make the Kirk a welcoming place for those who are looking for a new church or wish to return to the Kirk.

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?

Pastoral leadership will be critical going forward, but in a ministry centric manner, not in a pastor-centric manner. The Executive Pastor is expected to collaborate with the Senior Pastor, other pastors, Elders, Deacons, and Trustees . The Executive Pastor, by providing oversight of planning, coordinating, directing, staffing, and evaluating the programs and ministries of the church, will free the Senior Pastor to focus on preaching, teaching, and writing as the spiritual leader of the church. In addition, the Executive Pastor will be responsible for overseeing the creation of annual budgets; communicating to the pastors, officers, and congregation; and providing spiritual teaching, direction, and counseling to church members. Sunday school is larger than before the pandemic; Vacation Bible School is robust; new member classes are growing; small group ministry identified 30+ new areas to build friendships and spiritual growth; congregational care; a strategic imperative from the self-study, is being reorganized and revitalized; and, the 75th anniversary capital campaign raised nearly \$4 million to fund new initiatives at the Kirk. This capital campaign is in addition to the substantial endowment for a variety of purposes already held by the church. The next Executive Pastor will discover congregational leaders, staff and many members engaged, deeply committed and looking forward to deepening their faith with the assistance of the Executive Pastor.

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?

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.

The Executive Pastor's skills should emphasize Christian education with children, youth, and families with the goal of adding more members to the Kirk, particularly younger families. In addition to the traditional skills of preaching, teaching, congregational care and counseling, the candidate should oversee the operation of a large church like the Kirk which requires business, human resources, and financial skills to manage a staff with diverse talents and skills; anticipate the future needs of a beautiful and unique but aging facility; marshal the resources to meet those needs; encourage faithful stewardship of the Kirk's resources; and encourage ongoing support from the members as part of their spiritual growth. A critical strength of the Executive Pastor must be in human resources and creating synergies among the staff to fulfill the Kirk's Vision and Mission.

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

The Executive Pastor will be responsible for spiritual formation and discipleship of the congregation by building a culture where members of all ages (particularly children, youth, and families) are actively engaged in deepening their faith; providing spiritual teaching, direction and counseling; helping members integrate their faith into their everyday life; and encouraging members to read Scripture and apply biblical principles to their everyday lives. The Executive Pastor will oversee the operational, administrative, and financial aspects of the church. Although the Senior Pastor serves as Head of Staff and oversees pastoral and lay staff responsibilities and ministries, the Executive Pastor will be responsible for staffing programs and ministries of the Kirk, training the staff, and making sure the staff has adequate resources to do their jobs. The Executive Pastor reports to the Senior Pastor and gives the Senior Pastor assistance and counsel, as requested. The Executive Pastor, along with the Senior Pastor, will be the pastoral liaisons to the Strategy, Personnel, Budget, Stewardship, Membership and Communication Committees. The Executive Pastor will be the liaison to the following Session Committees (Adult Christian Education, Youth and Family Ministry, and Children and Family). The Executive Pastor will be the liaison to the Board of Trustees and the following Trustee committees (Facilities, Investment, Legal, Legacy Giving, and Insurance).

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### Optional Links

Kirk in the Hills Presbyterian Church - Church website - <https://kirkinthehills.org>

### References

**Reference #1**

Linda Ayres  
Elder and prior Member (relocated)  
248-245-1942  
lindajayres@gmail.com

**Reference #2**

Crystal Thomas  
Former Trustee and Member  
(relocated)  
248-926-9737  
Cthomas6000@gmail.com

**Reference #3**

Pastor Marjorie Wilhelmi  
Prior Parish Associate  
248-808-1952  
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### Self-Referral Contact Information

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