

**The Presbytery of Los Ranchos  
Consultant for Hispanic Ministries**

**Consultant for Hispanic Ministries (up to 25% time)**

**Purpose of the Contract:** Create a strategy for all continuing and new Hispanic congregations to be financially self-sufficient\* by December 31, 2012.

**Terms:** Consultant is paid on a retainer basis. The compensation and number of hours per month will be negotiated between the Consultant and the Associate Presbytery Pastor (APP), who will serve as an agent of the Strategic Coordinating Team and Council. The APP will also administrate the contract. It is assumed that this position will be needed for 18 months or fewer. A Hispanic-Network funded position may emerge as a result of the new strategy for Hispanic congregation.

**Place and time of work:** The Consultant may work at home, PLR office, or any other location determined by the Consultant, and may travel from time-to-time to visit congregations, attend meetings, or visit other Hispanic ministries outside the bounds of PLR. The Consultant may work at any time conducive to completion of his/her consulting tasks and will attend meetings as he/she feels is necessary to meet the contract's objectives.

**Objectives**

1. Guide Steering Committees of all PLR Hispanic congregations to have deep conversations about their past, present, and future. These conversations will result in congregations understanding their unique calling to serve as Christ's ambassadors in their respective communities.
2. Create a strategy for presbytery oversight of each congregation. This strategy will reflect Odyssey's value of partnerships and informal networks. It will also ensure that all fiduciary and reporting functions of Hispanic congregations are performed as required by the presbytery.
3. Coach each Steering Committee to create a plan for self-sufficiency\* or voluntary dissolution. These plans should be implemented immediately, but shall be fully operational no later than December 31, 2012. If historical financial data over any three-month period indicates that a congregation is not trending toward self-sufficiency, then the Consultant will initiate a plan for voluntary dissolution.
4. To equip congregations to take ownership of their worship, outreach, and mission, including the identification and training of new leaders, by connecting them with training opportunities such as PALL and Commissioned Lay Pastor Training.
5. If the strategy for Hispanic congregations to become financially self-sufficient includes the ministry of Commissioned Lay Pastors, the consultant will create a strategy through which lay leaders may be trained and commissioned as Commissioned Lay Pastors by the presbytery.
6. To facilitate healthy communication, fellowship, and, where possible, mission, between Hispanic congregations and the congregations/organizations with whom they share property.
7. To regularly communicate the expectations and commitments of the presbytery to the entire congregation with which the Consultant works, including the role of the Consultant and

various presbytery-commissioned leadership bodies, making clear the limitations for future staffing and financial support by the presbytery.

8. To begin creating a new model of Hispanic ministry for the Presbytery of Los Ranchos and to report findings, as necessary, to Council, the Strategic Coordinating Team, and the Committee on Ministry.

**\* Definition of “Self-Sufficiency”**

With input from Rev. Keith Geckeler, Stated Clerk of the Presbytery of Los Ranchos

What does “self-sufficiency” mean?

1. If a group desires to become a New Church Development—and eventually to become a chartered congregation—being “self-sufficient” means that members within that group will fund the entire budget of that ministry.
2. If, however, a group desires to function as a “mission” or “ministry” of the Presbytery, and **not** an NCD, then funding from partnering churches and/or presbytery grants could help that group meet its expenses, and be considered “self-sustaining” to the extent that it is in a self-sustaining partnership. The accounting/bookkeeping for the group could be done by a Presbytery-approved entity.

At present there is no name for this second description. This entity would be considered a “worshipping fellowship,” supported by “partner congregations” and in a formal “Partnership” arrangement with the Presbytery.

All of this is to say that “self-sufficiency” means different things depending on what a group wants to become. As a group sets its goals, it will be helpful for it to declare the type of entity it is hoping to become.