

## Position Description

**Title:** Church Leadership Ministry Specialist

**Purpose:** Contract position to assist pastoral and congregational leaders in discerning their current visions, priorities, possibilities, and making adaptive changes that may be required in their community of faith. This is a new, renewable contract position with quarterly reviews.

**Accountability:** Accountable to the General Presbyter and to the Presbytery through the Committee on Administration

### Responsibilities:

1. Develop and support strategies for congregational redevelopment including one-on-one consulting with congregations and their leaders, and working with groups of congregations in neighborhoods.
2. Assist congregations to develop a vision of their future under God and to explore various pastoral and congregational options to live out this future in their life together.
3. Provide the Committee on Ministry and the Church Development Committee with training and support in leadership and congregational redevelopment.
4. Develop a strategy to encourage collaborations among pastoral leaders.
5. Identify persons with special gifts for congregational development/transformation and help to train and empower them for service to congregations and the presbytery.
6. Work with ecumenical partners to explore and implement opportunities for shared work.
7. Provide assistance in conjunction with the Committee on Ministry to congregations experiencing conflict and/or abrupt ministerial changes.
8. Participate virtually as a team member in Presbytery staff weekly check-in calls and on-site monthly staff meetings.

**Relationships:** Works with the General Presbyter to identify pastoral and congregational needs in cooperation with the Committee on Ministry and Church Development Committees; works as a team member of the Presbytery staff.

### Qualifications:

1. Proven skills in working within a team environment;
2. Experience developing and implementing shared strategies for ministry;
3. Excellent verbal and written communication skills;
4. Ability to manage multiple responsibilities;
5. Ability to manage conflict in a neutral way;
6. Knowledge of congregational life, change theory, visioning and discernment processes, and leadership development;
7. Awareness of the cultural shifts in popular perception of church and church membership and an ability to communicate this reality to church members;
8. Ability to see the large picture and to take a long view in dealing with congregations struggling with their identity and purpose;
9. Assist congregations and leaders in working through the conflict that change produces;
10. Ability to plan and organize training events;
11. Bachelor's Degree or suitable experience;
12. Member of PCUSA or a willingness to become fully acquainted with the PCUSA

**Time Required:** Up to 32 hours/week

Send resume to Presbytery of the Peaks, Attn: Personnel Workgroup, PO Box 2519, Forest, VA 24551