



## POSITION DESCRIPTION

### **MISSIONAL PRESBYTER**

#### **New Castle Presbytery**

This is an exciting time in the journey of New Castle Presbytery! We are undergoing a major shift from “business as usual” to becoming fervently MISSIONAL.

The **MISSIONAL PRESBYTER** will lead us in this discovery of identity and purpose. This is a full time staff position, focusing on three areas of ministry:

- 1) Fan the spark of enthusiasm and hope, in member churches, by helping them to connect their dreams, ideas, and leaders with the work of the IGNITE Team of New Castle Presbytery (NCP)
- 2) Engage member churches in connecting with one another and with other worshipping communities and community groups to be about the mission of the Gospel outside the walls of their own congregations.
- 3) Cooperating collegially with Connectional Presbyter and other staff, resourcing IGNITE and serving with the Committee on Coordination.

**Nomination and Election:** The Missional Presbyter will be nominated by the NCP Ignite Team and elected to the position by the full NCP, initially for a five (5)-year term.

**Accountability:** The Missional Presbyter is accountable to the NCP through Committee on Leadership and the Ignite Team.

**The Missional Presbyter is expected to serve in the following specific areas:**

- 1) Staffing and resourcing the Ignite Team, to help the NCP become more missional.
- 2) Visiting among the congregations of the NCP, with the intention of interpreting a new missional agenda for the NCP
- 3) Helping to lead worship through that emphasizes the missional activities of the church and offering hope for what God is doing in the NCP and in the world.
- 4) Teaching, training, and directing missional education for member congregations and clusters.
- 5) Encouraging and mentoring ministers of the Word and Sacrament and elders in missional work.
- 6) Encouraging member churches individually and in clusters to organize mission experiences of both day-trip and extended-stay varieties.
- 7) Connecting missional efforts with other denominational and interfaith groups and agencies also engaged in missional activities while staying grounded within core values of the Presbyterian Church (U.S.A.) (PC(USA)).
- 8) Keeping the NCP connected with other presbyteries and PC(USA) denominational efforts focused on missional activities.
- 9) Creating strategies for launching “new worshipping communities” within the NCP and insuring ongoing support for those involved.
- 10) Connecting the NCP congregations to available grant, loan, and scholarship resources for pursuing missional activities.
- 11) Staying attuned to and trained in mission education.

- 12) Working with the Ignite Team in developing a new handbook for missional best practices.
- 13) Helping with the design of NCP meetings and other regional gatherings, to keep missional themes in the foreground.
- 14) Developing communication tools, especially in the area of social media, to spread the word and show member congregations what other congregations are accomplishing in Christian witness and mission.
- 15) Overseeing and informing the NCP staff of the goals and objectives defined by the Ignite Team that need staff attention.
- 16) Serving as a member of the NCP Coordinating Committee (a non-policy-making body including the current Moderator and Vice Moderator, the Connectional Presbyter, and the Administrator), and participating in regular staff meetings with the Connectional Presbyter, Administrator, and Treasurer.
- 17) Guiding the NCP and its member congregations in negotiating partnerships and alliances that reflect the core values of the PC(USA).

**Evaluation:** An annual evaluation and review of the Missional Presbyter will be conducted by the Committee on Leadership, and the results of that review will be reported to the Committee on Leadership, the Ignite Team, and ultimately to the full NCP.

**Separation Policy and Process:** The NCP may accept the resignation of the Missional Presbyter or terminate his/her services at any time with sixty (60) days' notice.

**Election/Re-Election:** The Missional Presbyter may be elected for a five (5)-year term and is eligible of re-election.

### **POSITION SPECIFICATIONS**

**I. General Specifications:** The NCP seeks either a minister of the Word and Sacrament or an elder in the PC(USA) with experience that lends itself to the diverse work of this call, be that at a congregational, evangelical or presbytery level. Vital to this position is experience related to the fields of: Educator/Teacher/Trainer, Missionary/Community Organizer, Communication/Social Media and Evangelist/Outreach Specialist.

**II. Personal Characteristics:** The Missional Presbyter will exhibit:

- a) A joyful commitment to God through Jesus Christ and to the church as Christ's body.
- b) A commitment to working with persons of diverse points of view.
- c) An ability to lead with a spirit of openness, reciprocity, and creativity.
- d) A flexibility in working relationships, with an attitude of sharing power and enabling the work of others.
- e) A sense of perspective and humor about life and one's self.
- f) A compassionate heart and a strategic mind.
- g) A respect for both persons and process.
- h) A hope and belief in the renewal and rebirth of NCP churches and the PC(USA) denomination.

- i) An understanding and comprehension of the reconciling work of the Spirit in redirecting the PC(USA) into new arenas of mission.

III. **Professional Skills:** The Missional Presbyterian will exhibit skills in the following areas:

- a) **Relational:** Is able to build collaborative partnerships.
- b) **Theological:** Is able to articulate a missional theology and configure a plan of action to serve the community in collaborative partnerships.
- c) **Administrative:** Has skills in planning and implementing functions. Additionally has proven skills in time management, problem solving, and management of multiple tasks.
- d) **Leadership:** Shows a working style that garners the trust and respect of others and demonstrates good group process skills. Is able to value and respect contributions from persons with diverse viewpoints and to incorporate these contributions in the life and work of the NCP.
- e) **Communication:** Is able to write and speak with clarity, brevity, and specificity. Recognizes the importance of communications, written and oral, that are accurate, detailed, and timely.
- f) **Educator/Teacher/Trainer:** Is able to develop training events, share resources (print, media, etc.), cluster activities and programs, and other matters related to formation and discipleship.
- g) **Missionary/Community Organizer:** Is able to develop community services and empowerment programs that address cultural and contextual needs.
- h) **Evangelist/Outreach Specialist:** Is able to develop initiatives in community engagement and in Gospel sharing and worship for a post-Christendom culture and for “church planting.”

BASIC COMPETENCIES

Rationale: To provide for maximum efficiency in each position and enhance collaboration across Presbytery [job] positions, candidates should have the following competencies:

1. Working knowledge of desk top and/or laptop computers;
2. Working knowledge of Microsoft Office applications including Word, Excel and Power Point;
3. Working knowledge of email and text usage; and
4. Working knowledge of Face Book, Twitter, Instagram and other social media applications that may be identified by the Presbytery.

*Updated 11/15/2018  
Committee on Leadership*