

Presbytery Leader for Vision and Transformation

(Formerly known as Executive Presbyter per the By-laws of the Presbytery of Carlisle)

Purpose: The Presbytery Leader for Vision and Transformation shall serve as an officer of the presbytery. As a spiritual and relational leader grounded in God, they, with the Presbytery Leader of Governance and Congregational Leadership, will seek together to find and represent the will of Christ as they work alongside committees, pastors, and Sessions, in fulfillment of the shared mission and common purpose of the presbytery.

1. Collaborates with the Presbytery Leader for Governance and Congregational Leadership and partners with congregations as they evaluate their current ministries and discern creative ways to expand mission and outreach.

- Coaches pastors, other church leaders and congregations in discernment, leading and encouraging them to create new avenues for mission and outreach and to work through the pains of the change process.
- Works as a catalyst for the networking of our churches guiding the churches to create collaborative visions looking beyond their church walls to other churches, perhaps other denominations, and the broader community they serve.
- Shares/Communicates stories and examples of innovative ways of living and expressing faith with the members of the presbytery.
- Exhibits adaptive leadership showing self-awareness and awareness of the needs and perceptions of others, especially in emotionally charged situations.
- Serves as staff resource to the Commission on Ministry to promote thriving congregations by walking alongside Sessions, pastors, transition teams, PNCs, etc. as they navigate pastoral transitions, address conflict, explore congregational viability, and/or experiment with new ministry models.
- Continues to develop awareness of a shift in the presbytery's role from regulatory agency to relational network, and from institutional maintenance to activation of the gifts of our congregations and leaders for the sake of Christ's mission in our communities, nation, and world.

2. Supports New Worshiping Communities (NWC) and their leaders

- Works alongside the NWC Commission to recognize, promote and facilitate the emergence of leaders and new worshiping communities within the bounds of the presbytery using grass roots information to recognize the needs of a community and how to meet those needs.

3. Manages Administrative Responsibilities

- Serves as Head of Staff supervising and coordinating the resources of people, property and finances of the presbytery consulting with the Personnel Committee and officers as needed.
- Guides the re-alignment of the structures of the presbytery to serve the current needs of congregations and their witness.

- Serves as the primary staff to the Administration Committee and the Vice-President of the Corporation per the By-laws of the Presbytery of Carlisle.
- Consults with the Communications Director and presbytery co-leader as regards presbytery-wide and targeted communications through social media and e-newsletters, in order to promote events, draw attention to resources and/or share the ministry stories of congregations.
- Coordinates with the presbytery co-leader how to best manage the daily responsibilities and duties of the operation of the presbytery.
- Works with the Treasurer to implement the daily financial operations of the presbytery.
- Manages the presbytery's financial resources in consultation with the Administration Committee and the Treasurer to include the annual budget and the narrative budget report stating the presbytery's intentions for the use of financial resources.
- Oversees communication with congregations, in conjunction with the Treasurer and Administration Committee, regarding their Per Capita and Mission giving generating messages that interpret the impact of the gifts received.
- Advocates for a culture of Christian Stewardship by reimagining ways to encourage and grow a culture of generosity in the presbytery including new models, not limited to the per capita and shared mission model, for funding the presbytery's work.

4. Serves as Co-moderator of the Coordinating Council with the Presbytery Leader for Governance and Congregational Leadership

- Plans and implements presbytery meetings that ground the work of the presbytery in Christ and engage presbyters in relationship-building, learning and fulfillment of constitutional requirements.
- Develops agendas for the Council's work with an eye toward flexible processes and agile structures that provide experiences of learning, risk-taking and experimentation for the presbytery.
- Provides leadership/facilitation in discernment to identify and work with adaptive challenges facing the presbytery and its congregations.

5. Promotes Relationships Beyond the Presbytery

- Participates in the Synod of the Trinity's Executive Forum and the Association of the Mid-Council Leaders of the PC(USA).
- Represents the Presbytery of Carlisle to our congregations, New Worshiping Communities, and the communities they all serve.
- Interprets the work of the General Assembly to the congregations and New Worshiping Communities.

- Interfaces with the denomination, in fulfillment of ecclesiastical requirements, to build partnerships, and to connect the presbytery to the movement of the Spirit through the PC(USA).
- With the Presbytery Leader for Governance and Congregational Leadership provides for the orientation of commissioners to synod and General Assembly (sometimes handled collaboratively with other presbyteries.)

6. Qualifications

- Brings a **Reformed Theological perspective** consistent with that of the PC(USA).
- Has strong **administrative and organizational agility**.
- Has **co-leadership** experience.
- Can work as a **compassionate change agent** who uses **adaptive leadership skills** when working with pastors, church leaders and congregations.
- Has strong **relationship building skills** encouraging **collaboration** within the Presbytery.
- Is able to **interpret various situations** and use appropriate **coaching skills** to guide the parties involved to an acceptable resolution.
- Has strong interpersonal skills; is an **innovative communicator who listens, is engaging and inviting**.
- Has **community organizer skills** and is an effective **conflict resolver**.
- Exhibits **spiritual depth and maturity**.
- Is **entrepreneurial** and a **creative visionary**.
- Is **inquisitive** as demonstrated by being a **lifelong learner**.
- Is **self-differentiated** and is able to set the proper boundaries.

7. Accountability: The Presbytery Leader for Vision and Transformation, like the Presbytery Leader for Governance and Congregational Leadership, is accountable to the presbytery through the Administration Committee.