

*Presbyter for Congregational Vitality  
Presbytery of Missouri River Valley (PMRV)  
Position and Person Description*

*Joining together in God's mission; encountering Jesus Christ in covenant partnerships.*

I. Purpose

The presbytery for congregational Vitality will promote congregational vitality (church based spiritual and numerical growth, incarnational/missional witness, multiplication of worshiping communities, etc.) throughout PMRV through whole-hearted dependence on God, Spirit empowered abiding in Christ, energetic leadership, creative collaboration, effective communication, and efficient administration.

II. Responsibilities

A. Leadership

1. Engage congregational leaders in finding ways to be vital churches.
2. Empower congregational leaders to embrace the realities of changing societal demographics and move forward with creativity, positive energy, and hope.
3. Identify and inspire emerging leaders to utilize their gifts toward the vitality of the current and future PMRV congregations and worshiping communities.
4. Connect PMRV congregational leaders with proven resources that encourage congregational vitality.
5. Evaluate PMRV leadership development efforts, celebrating success and leveraging lessons learned for future successes.

B. Collaboration

1. Develop a movement throughout PMRV for congregational collaboration, building and nurturing an environment of community, trust, collaboration, motivation, and energy.
2. Facilitate collaboration among congregations toward:
  - a. Their mutual vitality
  - b. A vital witness in their communities and around the world.
  - c. The launching of additional worshiping communities
3. Evaluate effectiveness of collaboration, celebrating successes and leveraging lessons learned for future successes.

C. Communication

1. Promote vision, strategy, and action for congregational vitality throughout the PMRV organization (Council, committees, staff) and member congregations.
2. Model open communication and team building in all settings.
3. Establish relationships and communication networks with all churches.
4. Interpret the decision, program, and policies of the Presbytery to the general public when necessary.

D. Administration

1. Serve as an ex-officio resource advisor to Presbytery Council, COM and CPM.

2. Guide Council in implementing Presbytery decisions in matters of strategy, program, resources, and staffing.
3. Lead the presbytery to self-evaluate its structures, operations, and organizational patterns to fulfill their role in serving PMRV congregations.
4. Hold the Presbytery accountable to carrying out its strategic goals.
5. Be the visible face of the presbytery and set a positive tone for its ministry and mission.
6. Partner with the Advocate for Ministry Vitality toward the effective witness of the Presbytery beyond the walls of PMRV churches.

### III. Characteristics and Qualifications

We seek a person with a deep and abiding love of Christ, a mature faith, and a clear calling to serve God through visionary and servant leadership. He or she will:

- A. Have the demonstrated ability to energize a diverse and decentralized organization to face its challenges, work through adaptive change, and courageously and faithfully depend on God.
- B. Have a passion and demonstrated skills for drawing out gifts and abilities of people.
- C. Lead a life demonstrated by the faithful following of Jesus Christ and a commitment to His church as expressed in the Reformed tradition and the Presbyterian Church (U.S.A.).
- D. Be skilled in effective time management; setting goals, developing strategies and implementing action plans; listening and communicating; problem-solving; consensus-building; and managing conflict.
- E. Have a mature personal and professional attitude with the abilities (1) to be pastorally sensitive, compassionate and respectful of persons and (2) to accept and respond constructively to criticism.
- F. Relates well with others and has the ability to encourage discussion of issues with openness, sensitivity, grace, and respect for diverse opinions while engaging congregations and leaders to collaborate with each other in ministry and mission and explore and implement new ways of being the church.
- G. Working knowledge of alternative approaches to forming and supporting new worshipping communities.
- H. Be a teaching or rule elder of the PC(USA), with experience of serving on a Committee on Ministry (or equivalent).
- I. Candidate will have a minimum of a bachelor's degree or the equivalent experience.

### IV. Accountability and Evaluation

During the term of employment, the Presbyter for Congregational Vitality is called and employed by the Presbytery and is accountable to the Presbytery through the Personnel Committee of Council. Personnel will conduct a performance review every six months. The Presbyter for congregational Vitality shall operate in accordance with all personnel policies of the presbytery.