



PRESBYTERY
of West Virginia

**Called Meeting
Presented on Zoom
July 31, 2023**

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PRESBYTERY OF WEST VIRGINIA

REPORT OF THE TRANSITIONAL GENERAL PRESBYTER SEARCH COMMITTEE

Andy Rice, TGP Search Committee Chair

July 31, 2023

RECOMMENDATIONS:

1. The Presbytery elect Ruling Elder Maureen Horning Wright, M.A., CCE, to the position of Transitional General Presbyter for the Presbytery of West Virginia under the terms of the compensation package proposed with a start date of August 1, 2023.
2. The Presbytery of West Virginia acknowledge and celebrate this election, if approved, at the next in-person stated meeting of the Presbytery.
3. The Presbytery dismiss the Transitional General Presbyter Search Committee with thanks.

RATIONALE:

1. The Transitional General Presbyter Search Committee (TGPSC) was charged by the Presbytery to conduct a search that was both comprehensive and expeditious. Upon election, the committee worked quickly to establish a Ministry Information Form that could be widely distributed across appropriate channels, including the Church Leadership Connection (CLC) system. Starting in mid-April, through the CLC and other means, the TGPSC received a Spirit-provided bounty of referrals from candidates throughout the nation. Given the temporary and challenging nature of the position, the committee was thrilled by the quality and number of the referrals received.

The TGPSC began quickly scheduling interviews with the most compelling candidates. I must commend the members of the committee for making themselves available so frequently and so committedly during the interview process. Synod of the Trinity Executive, the Rev. Forrest Claassen, was instrumental in the process as staff support, and deserves our heartfelt gratitude. Though conflicting schedules at times proved challenging, the committee felt that the work was Spirit-led and Christ-inspired. The committee met multiple times with multiple candidates. It was a daunting task, and one that we sought to complete not just quickly, but also fully. In conversation with the various candidates, and in prayerful consideration thereof, the members of the committee learned how the Presbytery might be best led through a challenging time of transition, uncertainty, and opportunity.

The committee was thus especially intrigued when the PWV's own Stated Clerk and Associate Presbyter for Congregational Support, Maureen Wright, asked to be considered for

the position. In characteristic professionalism, Maureen sought no undue favor or consideration beyond that which was extended to any of the other candidates. While some members of the committee were familiar with Maureen, at no point did that familiarity impede the frank and pointed inquiry that these interviews required. Indeed, because of Maureen's familiarity with members of the committee and with the Presbytery of West Virginia, the conversations were likely more detailed and the expectations more rigorous than would have been possible with a candidate previously unknown to us.

Throughout a series of interviews, Maureen met and exceeded the expectations of the TGPSC. We were inspired by the way she wielded her unique perspective as a Christian Educator and her long experience in serving the church to craft a hopeful vision of the future for the PWV. Maureen, more than any other candidate, demonstrated an ability to provide calm leadership and inspired vision during an impending period of change and disruption. She has demonstrated an ability throughout her career to adapt to changing circumstances, acting as a source of vitality and stability. Her unique capacity and skill set will allow Maureen to lead the Presbytery in a new way. Maureen has a bevy of ideas for ways in which the Presbytery can better serve its churches, pastors, and members to live out our calling as a baptized, covenant people who reflect Christ's love through mission, ministry, and relationships.

Still, the TGPSC makes its recommendation not merely based on Maureen's excellent credentials, her deep experience, or her peerless expertise. The committee recommends Maureen for this position because of the love she demonstrates for this Presbytery and its ministry. No other person this committee could have encountered or imagined will better mediate the love of God to our Presbytery and all who are touched by it. Our constitution asks all who are being ordained or installed if they will serve the people with energy, intelligence, imagination, and love (W-4.0404). Given that Maureen will not be installed to this position, she may not be asked that question. Still, the committee is sure of her answer.

**Proposed Compensation Package
Transitional General Presbyter
Maureen Wright**

	Transitional General Presbyter	
	Aug - Dec	Annual
Salary	\$ 31,125	\$ 74,700
Home Office Allowance	200	480
	\$ 31,325	\$ 75,180
Medical Dues*	1,109	13,308
Pension Dues*	2,663	6,390
Death/Disability*	313	752
FICA	2,396	5,751
Professional Expenses	1,500	1,500
Cont Ed	1,500	1,500
Coaching Allowance	1,800	1,800
TOTAL COST	\$ 42,606	\$ 106,181

Additional Benefits

Vacation- 4 Weeks

Continuing Education- 2 Weeks

Auto Reimbursement at current IRS rate

Severance Package *

Paid at the conclusion of her term should she not be selected to continue on in the position or be otherwise employed by the Presbytery of West Virginia in a similar capacity. Severance will not be paid should she secure other fulltime employment at the conclusion of her term outside the Presbytery.

Salary	\$ 12,450
Home Office Allowance	80
	\$ 12,530
Medical Dues*	1,109
Pension Dues*	1,065
Death/Disability*	125
FICA	959
Total Cost	\$ 15,788

Biographical Statement – Maureen Horning Wright

I was baptized, raised, and confirmed in the Presbyterian Church where my mother, aunt, and two sisters were baptized, raised, and confirmed. I was surrounded by people with a love for God and a commitment to engage in mission. Before I entered kindergarten, I had accompanied the youth of our church on mission trips to inner city Chicago and Whitesville, West Virginia. I was introduced to the breadth of the Presbyterian Church through the Presbytery of Cincinnati as youth delegate to the Synod of the Covenant and General Assembly.

I graduated with a Bachelor of Arts from Westminster College, New Wilmington, Pennsylvania, and a Master of Arts in Christian Education from the Presbyterian School of Christian Education (PSCE). My love and respect for the process and polity of the Presbyterian Church (U.S.A.), which began during my service as a Synod and General Assembly youth delegate, was fed and watered through an independent study with Estelle McCarthy at PSCE.

I have served as a Christian Educator at churches in North Carolina including First Presbyterian Church, Kinston, and First Presbyterian Church, Mt. Holly. I earned my certification from the PC (USA) as a Christian Educator in 2004 while working within the bounds of Western North Carolina Presbytery.

I was ordained a ruling elder by Village Chapel Presbyterian Church in Charleston.

I began my work for the Presbytery of West Virginia in July 2010 as Assistant to the Stated Clerk. I was elected as Stated Clerk in 2013. While the exact title has changed, I began work as an Associate Presbyter in 2016.

I continue as a member of the Village Chapel Presbyterian Church in Charleston where I sing in the choir and serve on the Education Team. I have been married for almost 32 years to minister Todd Wright, who is the pastor of Village Chapel. We have two young adult children. In times of re-creation, I enjoy cooking, reading, gardening, and hiking.

Statement of Faith – Maureen Horning Wright

I believe in the triune God, this deep mystery allows the people of God to experience God as Creator, Redeemer, and Sustainer. In the Creator, humans know God as parent – one who loves us when we are unlovable, one who calls us back into right relationship with the love of a parent. In the Redeemer, humans know God as Jesus Christ – the one who saves. In the Sustainer, humans know God as Holy Spirit – the one who intercedes on our behalf and guides us as wind and fire.

I believe in God creator of heaven and earth. God is all knowing, all powerful, and all loving. The mystery of God is awesome. In love, God created humankind entering into relationship with the people of God. God calls people to thrive in this joy-filled intimacy and join in the work of God's kingdom.

I believe in Jesus Christ, Son of God, who entered the world to interrupt sin. The people of God rejected the gifts of God, breaking relationship with God. Jesus Christ walked among us, fully human and fully divine, calling humans back to right relationship. Humans rejected this call of Jesus, instead condemning him to death on a cross. The Good News is Jesus rose from the dead, redeeming all who believe.

I believe in the Holy Spirit, loosed into the world at Pentecost. The Spirit works in the world guiding and sustaining humankind. The Spirit leads the children of God in discernment, leading us to the will of God. Through the Holy Spirit, those who believe are drawn into closer relationship with God, made to more fully reflect Jesus Christ. The Spirit engages us in scripture, allowing us to understand and act.

The story of God is told in scripture. The Bible is the testimony of God's relationship with the people of God. This authoritative word of God guides, instructs, challenges, and calls believers to a life of discipleship. We are called to deeper faith and to act in the world.

God continues to call and sustain believers through the sacraments. In baptism, God reaches out, grafting humans to God and the community of faith. In communion, the community of faith remembers the life, death, and resurrection of Christ. The people of God are fed and sustained for the work of the kingdom.

The church is called to be the community of faith, the body of Christ. The church shelters believers and calls them out to work in the world. The church is to witness and reflect God. The church is to seek the will of God and to be the witness of God.

God continues relationship with the people of God, calling us to work in the world for God's kingdom. The children of God are to witness to the world the love of God; this love extends to all people. We are to work for God's justice for all. In ministry, mission, and relationship the people of God are to confront evil in the world and speak for those without a voice. Believers are to confront evil in all its forms. We are to be present in the lives of all God's children, working with them to bring to completion God's kingdom. God sustains us in this work.

PURPOSE: The Transitional General Presbyter shall be the administrator of the Presbytery and will facilitate and coordinate ministry, mission, and relationship building, as these are the core values of the Presbytery of West Virginia.

ACCOUNTABILITY: The Transitional General Presbyter shall be accountable to the Presbytery through its Leadership Team.

TERM OF SERVICE: One year, renewable annually.

NOTE: The Presbytery is entering into a “Season of Discernment” by which it is seeking to discern what God is calling the Presbytery to be and do in the next three to five years. In doing so, the Presbytery’s staffing model may change. With the aid of a consultant, the discernment process is expected to last at least 12 months. The Transitional General Presbyter will be eligible to apply for a permanent position.

RESPONSIBILITIES:

1. To help the Presbytery relate, listen to, and understand each other, and to help foster experiences of unity in Christ which make our diversity creative.
2. To manage the day-to-day activities of the Presbytery. The Presbytery’s work with a consultant will be running on a parallel track to the Transitional General Presbyter’s work. The role of the Transitional General Presbyter will be to manage the Presbytery, while the consultant will lead the discernment process.
3. To affirm and support the creative ministry of pastors and sessions and promote the ministry of the people of God in the world. To communicate to pastors and sessions, as well as to committees, elected leadership and staff, the validity and value of their ministry, and to express the caring of the Presbytery for its servants.
4. To be the administrator of the Presbytery. To be head of staff; to develop, supervise, motivate, and coordinate the staff team to provide the needed ministries to carry out the mission of the Presbytery.
5. To be a resource and to provide for the effective functioning of the Leadership Team, Administration Committee, Representation Committee, Committee on Ministry and Relations Committee and other committees of Presbytery as appropriate.

6. To interpret the needs of the Presbytery to the Synod and General Assembly and the needs of the Synod and the General Assembly to the Presbytery.
7. To advocate, interpret, and help implement best practices from across the Presbyterian Church (U.S.A.).
8. To participate in the life and/or worship of congregations throughout the Presbytery on a regular basis.

COMPENSATION: Defined in contract, reviewable annually by Leadership Team.

EVALUATION: An annual performance review by the Administration Committee in concert with the Leadership Team.

TERMINATION: By mutual consent of Transitional General Presbyter and Presbytery or by action of Presbytery, upon the written recommendation of the Leadership Team. Fair and adequate notification shall be given the Transitional General Presbyter.

PERSON DESCRIPTION

TRANSITIONAL GENERAL PRESBYTER -- PRESBYTERY OF WEST VIRGINIA

The Transitional General Presbyter, insofar as is possible, should have these qualifications, characteristics, and abilities:

GENERAL AND PERSONAL

1. A personal commitment to and relationship with God.
2. An ordained elder or minister of the Word and Sacrament of the Presbyterian Church (U.S.A.).
3. Significant experience in the Presbyterian Church (U.S.A.).
4. A leadership style characterized by servanthood, yet dynamic and creative. This is an exciting time of change in a Presbytery which is striving to be relevant to church and community, and the leadership style of the Transitional General Presbyter will help pull things together on many levels.
5. A calling to help get the best out of people.

6. A demonstrated ability to organize his/her time and to exercise discipline in personal life style to the end that time for family and for personal Christian growth is protected.

PROFESSIONAL AND PASTORAL SKILLS

1. Skills in church development and redevelopment, including a special awareness of the opportunities for ministry existing in the small church. Our Presbytery has larger churches with installed, full-time ministers and many smaller churches with part-time pastors or those who rely on pulpit supply. Maintaining a sense of connection with churches that do not have a full-time pastor is a desired pastoral skill for the Transitional General Presbyter.

2. Listening and a spirit of cooperation will be especially important during this time of transition.

3. An articulate, theologically informed leader who can communicate with others and who wants to help others do their best work.

4. The ability to assist with change and pull diverse voices together.

5. A pastoral, sensitive nature, with ability to affirm, appreciate, mediate and reconcile. Grief counseling skills are needed. Conflict management skills and maintaining appropriate confidentiality are essential. A shepherd who can guide us through a period of change.

6. A skillful administrator who can plan and organize, who can direct and motivate staff, and who can recognize and utilize talents of volunteers, both lay and clergy.

7. The ability to understand and appreciate the way theological, sociological, economic and psychological factors affect the life of the Church.

8. An ability to relate to persons of diverse points of view, of different ages, genders and backgrounds.

9. Flexibility, cooperation, and a spirit of responsiveness and adventure will help the Presbytery during this time of change.