

Connectional Presbyter
Presbytery of West Virginia
Full Time

Overview and Purpose: Recognizing the changing spiritual and demographic landscape within the Presbytery of West Virginia, the Leadership Team embarked on a mission study to build a strategic plan to guide this body of faith into its next phase of ministry and mission. Through this process, the presbytery pinpointed five core values that uplift both its historical strengths and aspirational hopes: *Community, Shared Value and Purpose, Belonging and Collegiality, Faith and Nurturing, and Shared Gifts in Ministry.*

These core values signify that the churches within this presbytery understand themselves to be part of the larger body and ministry of Christ. This belief requires us to work collectively toward this mission and empowers us to build strong, connectional relationships with ministry partners. As such, the presbytery saw fit to form a new role that focuses specifically on building and maintaining relationships so that we may more deeply share together in the ministry of Christ. This is reflected in the mission statement that was formed through our strategic plan.

By 2026, transformed by the love of Christ, we will be a covenant community of vibrant congregations where everyone is welcomed, loved, and encouraged to discover their purpose and make a difference in their communities, reflecting new life in Christ.

A person called to this position should be able to guide this Presbytery as it adapts to the changing needs and demographics of ministry in West Virginia.

(Preferential consideration will be given to candidates who either match or refer within the first six weeks of posting.)

Primary Responsibilities:

- **Leadership Development**— Building upon the need to educate and equip all believers for ministry, the Connectional Presbyter will work with the Committee on Nurture and Relationships to update and implement the curriculum for the Authorized Lay Preacher and Commissioned Pastor preparation programs.
- **Oversight of Listening Teams**—To strengthen bonds of community and collegiality within the presbytery, the Connectional Presbyter will develop listening teams to engage with congregations more regularly and maintain healthy dialogue between our churches and the larger community of faith that they participate in through the Presbytery. These listening teams allow congregations to engage with presbytery leadership in a less structured and more collegial context than typically done at a presbytery meeting.
- **Assist in the creation and coordination of networks within the presbytery**—Leaning on the five core principles noted above, this presbytery aspires to build upon a history of community and collegiality as we adapt to a changing religious and societal landscape. Therefore, the Connectional Presbyter will work with the Committee on Nurture and Relationships and the Committee on Outreach and Ministry to build and maintain networks for ministry colleagues to share ideas and resources with others within their specific geographic region and throughout the wider presbytery.

- Educational Ministries (including oversight and promotion of the Resource Center)- The Connectional Presbyter, in collaboration with the Committee on Nurture and Relationships, will work to offer educational resources and events to the presbytery. This will include, but is not limited to:
 - Officer Training (Deacons and Elders)
 - Curriculum and Programming for:
 - Summer Camp
 - Youth and Adult Retreats
 - Festival of Faith
 - Leadership Development Events
 - Retreats for pastoral and educational leaders

Committee Responsibilities:

- Leadership Committee- The Connectional Presbyter will work closely with the Lead Presbyter and the Leadership Team to pursue the goals and milestones outlined in the newly adopted strategic plan:
 - Strategic Target: Relationships
 - We will offer intentional support with conversations of depth that include hearing and receiving honest feedback and prayer.
 - Strategic Target: Resources
 - Through ongoing relationships, the Presbytery will provide consultation and access to resources for congregations to fulfill the ministries to which they are called.
 - Strategic Target: Leadership Development
 - We will cultivate individual growth and leader development throughout our congregations and the members of the Presbytery to encourage gift discernment, enhance our existing opportunities, and strengthen our relationships.
- Committee on Nurture and Relationships- The Connectional Presbyter will provide staff support to the Committee on Nurture and Relationships to ensure it can achieve its stated responsibilities:
 - Education
 - Congregational and Presbytery Leadership Development
 - Relationship Building
 - Officer Training
 - Develop and Find Curriculum and Programming to be made available for congregations and Christian Educators within the presbytery.
 - With both the Committee on Nurture and Relationships and the Leadership Team, coordinate worship and programming for presbytery meetings.
- Committee on Outreach and Mission- The Connectional Presbyter will provide staff support to the Committee on Outreach and Mission to ensure it can achieve its stated responsibilities:
 - Build and maintain ministry partnerships with regional entities not related to the presbytery
 - Oversee mission projects of the presbytery
 - Prepare new ministry and outreach programs
 - Support congregational ministries and outreach programs
 - Oversee the New Life Grant Program
- Commission on Pastoral Ministry- The Connectional Presbyter will work with the Lead Presbyter to provide staff support to the Committee on Pastoral Ministry to ensure it can achieve its stated responsibilities:
 - Aiding in clergy transitions
 - Mediating congregational conflict
 - Clergy care and support
 - Aid congregations in strategic planning
 - Examine candidates for commissioned pastorates and authorized lay preaching

- Oversee and aid those under the care of the presbytery for ordained ministry
- The Connectional Presbyter will work closely alongside the Communications Coordinator to ensure that resources and connectional opportunities are distributed consistently and readily available throughout the presbytery.

Qualifications:

Either through education or previous experience, a qualified candidate will have competencies in the following areas:

- Leadership development
- Curriculum development and evaluation
- Collaboration and network creation
- A Christian faith grounded in Reformed Theology and a familiarity with Presbyterian polity.
- Exceptional administrative, organizational, and communication skills, both verbal and written.
- Self-motivated and able to meet established deadlines.
- Able to manage conflicts in a manner that fosters grace, parity, justice, and reconciliation.
- Able to communicate actions and outcomes that are goal-oriented, solution-based, and rooted in fostering community.
- Comfortable with technology in an environment where technology is often unreliable or inaccessible.
- Being accessible, responsive, and flexible to handle the changing needs of the Presbytery and its churches, informed by the challenges and opportunities of our current times.
- Able to handle confidential information carefully and securely.
- Enthusiastically supporting the mission, values, and goals of the Presbyterian Church (USA).
- An ability and willingness to travel in rural areas.

Accountability:

The Connectional Presbyter shall be accountable to the Presbytery through recommendations from the Leadership Team.

Terms of Service:

The position is a five-year term and is renewable by the Presbytery upon recommendation from the Leadership Team.

Compensation:

Compensation will be defined in terms of call, reviewed annually by the Administration Committee, and recommended to the Stewardship Committee.

Evaluation: An annual performance review will be done by the representatives of the Commission on Operations and the Leadership Team.

Additionally, the Connectional Presbyter will meet with the Connectional Presbyter Nominating Committee within six months of arrival in the Presbytery (or sooner, if needed) to share joys and concerns with the committee. The CPNC covenants to be a support system for the Connectional Presbyter during the first year of call.

Termination: The relationship between the Connectional Presbyter and the presbytery may be dissolved by majority vote of the Presbytery, either by the request of the Connectional Presbyter or by the recommendation of the Leadership Team. Fair and adequate notification shall be given to the Connectional Presbyter.