



Presbytery of Kiskiminetas

A community, nurturing and invigorating churches to grow spiritually and serve lovingly in Christ.

Position Description

Title: Training Presbyter

Purpose: The Training Presbyter will serve the Presbytery of Kiskiminetas by:

- Leading the community of churches, elders, and pastors who work respectfully, compassionately, and collaboratively with each other.
- Building relationships while providing training to pastors, offering training to Commissioned Ruling Elders and churches for healthy growth organizationally and relationally that will transform lives to embrace hope.
- Empowering churches to grow spiritually and deepen their experience of God's presence while serving Christ with love and devotion.
- Collaborating with the Organizational Presbyter and Stated Clerk
[<https://www.kiskipby.org/kiskiminetas-presbyter-search-important-documents.html>]
- Adopting a ground-up, empowering approach rather than a top-down, gatekeeping model.
- Cultivating a culture of innovative, out-of-the-box thinking while maintaining a clear vision of the Presbytery's broader mission. This forward-looking perspective empowers the presbytery to respond effectively to the numerical, spiritual, and missional needs of its churches.

In the role of Training Presbyter:

- To articulate Kiskiminetas' vision and mission as mentioned in the Team Hope document [<https://www.kiskipby.org/kiskiminetas-presbyter-search-important-documents.html>] and implement ministry goals within the new structure in a timely manner. The Rev. Dr. Graham Standish, Executive Director of Samaritan's Counseling, served as an advisor and provided valuable insights to the Team Hope.

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Responsibilities: The Training Presbyterian will be entrusted with the following duties:

1. Pastoral

- Ordained as Ruling Elder or Minister of Word and Sacrament in the Presbyterian Church (U.S.A.).
- Have a caring attitude, excellent people skills, and high integrity; a personality and character that inspires confidence and mutual respect.
- Listens actively and with understanding, speaking truth with love and kindness even in challenging situations, while offering a spirit of hope and encouragement in moments of celebration.
- Advocate the health, wellbeing, and success of presbytery staff, pastors, commissions, teams, and congregations.
- Provides dedicated support to strengthen congregations and their leaders, fostering growth and vitality through regular visits and ongoing guidance.
- Collaborates with Presbytery commissions and teams, ensuring their work is efficient, goal-oriented, and aligned with key benchmarks and deadlines.
- Supports the work of Presbytery commissions and teams with detailed attention to benchmarks, deadlines, and efficiencies.
- Actively engages people and organizations inside and outside the PC(USA) to encourage participation within the presbytery.

2. Training - Collaborate with the Organization Commission and Congregation and Pastor Formation Commission to define and implement the vision, mission, and ministry goals by:

- Coordinating and providing training for pastors, Commissioned Ruling Elders, churches with a focus on church vitality.
 - Assisting and resourcing the Congregation and Pastor Formation Commission which focuses on:
 - Commissioned Ruling Elder and pulpit supply training programs
 - Preparation for Ministry processes
 - Congregational transformation programs
 - Elder and Church Leadership training (with a focus on church transformation rather than church function)
- Developing training programs, seminars, webinars, and other events that help pastors, Commissioned Ruling Elders, elders, and congregations to adapt and thrive in a changing cultural context, which includes:
 - Training in healthy leadership, thriving worship, and community outreach
 - Adaptive technology and video trainings

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- Developing a dynamic, growth-oriented Commissioned Ruling Elders training program that is focused on helping Commissioned Ruling Elders develop skills and abilities that will help churches grow spiritually and missionally, rather than simply replicating a reduced version of traditional seminary education.

3. Leadership Responsibilities - The Training Presbyter will provide leadership by:

- Serving as an ecumenical representative, and liaison between the Presbytery, Synod, General Assembly, and the public in partnership with the Organizational Presbyter and Stated Clerk.
- Acting as co-head of staff with primary responsibility for overseeing the program manager and communications coordinator.
- Advising the Congregation and Pastor Formation Commission.
- Valuing diversity and showing respect are essential when collaborating.
- Providing regular feedback and setting clear expectations to foster effective teamwork.
- Addressing conflicts and challenges promptly and constructively while focusing on building strengths, fostering growth, and effectively closing performance gaps.
- Demonstrating patience, acceptance, and recognize others' contributions.
- Participating in Synod and General Assembly and General assembly events appropriate to the position, including the Fall Mid-Council Leaders Gathering and General Assembly in consultation with the Organizational Presbyter and Stated Clerk.
- Offering mentorship and guidance to ordained ministry candidates and seminary students in presbytery field placement opportunities.
- Collaborating as an equal leader with the Organizational Presbyter and Stated Clerk and work closely with the Vision Team to seek God's inspiration to foster growth and community building across the presbytery.
- Serving as a pastor to both pastors and churches, particularly those under their training, in collaboration with the Organizational Presbyter and Stated Clerk.

4. Personal Growth - commit to ongoing professional and spiritual development by:

- Deepening faith through regular Bible study, prayer, and spiritual disciplines.
- Enhancing pastoral skills and personal maturity through continuing education.

5. Administrative - work collaboratively with the presbytery by:

- Providing regular reports to the presbytery and the Commissions.
- Collaborating with the Vision Team [See page 2 of the Team Hope report].
- Implementing strategy, program, and resources.
- Planning, organizing, coordinating, and completing projects and tasks.

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- Practicing sound fiscal management and transparency of the Presbytery's financial resources and assets for the training programs.
- Participating in stated and called meetings of Presbytery.

Expectations, Skills, and Qualifications: This position requires an exceptional degree of professionalism and the ability to work in an ever-changing environment, where sound decision making, self-motivation and discretion are essential. Candidates will need confidence and the ability to provide innovative and visionary organizational leadership rooted in love and spiritual practices, including:

- A strong and growing Christian faith grounded in a keen understanding and practice of Reformed Theology and Presbyterian polity.
- Demonstrates strong administrative, organizational, and communication skills, both written and verbal. Self-motivated with the ability to meet deadlines and efficiently manage multiple projects and tasks.
- Experience in handling conflicts, addressing power imbalances, and managing strong personalities while promoting fairness, equality, justice, and reconciliation.
- Ability to communicate actions and outcomes that are focused on goals, driven by solutions, and focused on strengthening the community
- Comfortable with technology (including knowledge of Microsoft Office, Zoom, email, social media platforms) and willing to learn new tools to support the Presbytery's needs
- Be 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.
- Training in anti-racist, harassment, and other non-discriminatory practices and systemic analysis within the context of the Church.
- Careful and secure management of confidential information to protect its privacy.
- Enthusiastically support the mission, values, and goals of the Presbyterian Church (USA).

Accountability: The Training Presbyter is accountable to the Presbytery of Kiskiminetas

The Training Presbyter is accountable to the Presbytery of Kiskiminetas, primarily working with the Congregation and Pastor Formation Commission. They also collaborate closely with the Organization Commission and Vision Team, ensuring alignment and support across Presbytery leadership and overall vision for the Presbytery.

Compensation: \$77,353

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