

MDP for Transitional General Presbyter for Missouri Union Presbytery

Ministry Discernment Profile (MDP):

Position Type: Transitional General Presbyter

Experience Required: NONE

Employment Status: Full-Time

Training/Certification Requirements: Interim Executive Presbyter Training preferred. Successful candidate will be asked to obtain this training if they do not already have it.

Language Requirements: English

Statement of Faith: Yes

Clergy Couple: Yes

Deadline Date: May 10, 2024

Mission/Vision Statement:

Mission Statement: Empowered by the Holy Spirit and embraced by the love of God, the congregations of Missouri Union Presbytery joyfully respond to and creatively embrace our shared ministry and witness to the grace of Jesus Christ.

Vision: Become an intentionally inclusive and hope-filled community of faithful disciples, inspiring innovative ministries and partnerships, that all may thrive together in witness to the reign of God's love.

PURPOSE:

- Be a pastor to pastors
- Lead Missouri Union Presbytery (MUP) to discern, interpret and implement Christ's mission
- Serve as the administrator and Stated Clerk for MUP
- Assess MUP systems and processes for improvement

RESPONSIBILITIES:

Faith

- Active pray-er
- Attends worship regularly
- Has a personal relationship with Christ
- Keeps appropriate boundaries
- Practices Sabbath
- Is a model for other pastors
- Exhibits the fruit of the Spirit

Hopefulness

- Motivate MUP groups'/committees' meetings to follow God's Spirit to find clarity about issues and guidance towards their resolution
- Encourage and model leadership, empowering others in ministry
- Lead MUP in exploring alternative models for structure, operations and staffing
- Nurture a culture of stewardship at the presbytery level

Connectedness

- Visit, support and counsel MUP congregations and pastors, fostering spiritual growth and development
- Report on the health and vitality of the presbytery at all stated meetings
- Nurture collaboration, engagement and performance among staff and volunteers
- Strengthen connections between MUP and the larger church; share the mission/actions of the synod and GA with MUP constituents; attend Mid-Council Leaders Conferences and General Assembly
- Represent MUP to outside entities (media, litigation, etc)
- Advise in ecclesiastical [ecclesial??] and disciplinary matters
- Oversee recording and storage of MUP business; submit MUP minutes for synod review session

Teamwork

- Participate in and support the work of the Council; serve as ex officio member on all MUP committees/commissions
- Assist MUP moderator, council, committees/commissions, and staff in preparing for and conducting presbytery meetings
- Oversee development of position descriptions for each staff member, annual performance reviews, and recommendations on pay, benefits, and terms of employment
- Receive and refer correspondence to the appropriate committees/commissions; conduct official MUP correspondence with other entities
- Advise MUP Moderator on parliamentary procedures

- Facilitate training of Clerks of Session and the annual review of MUP church session records
- Facilitate training of General Assembly commissioners; provide support during GA meetings; help organize the GA report to the presbytery
- Be accountable to Personnel Committee and Presbytery Council

Compensation: Minimum \$75,000 / Maximum \$80,000

Housing Type: Housing Allowance

Narrative Questions:

1. How would you describe the presbytery’s specific vision for ministry? How will this vision impact the community? Is the congregation part of a ministry vision like “Matthew 25” or other?

Over the past year, Missouri Union Presbytery [MUP] has newly-defined our mission, vision, and values. As a rural presbytery made up of mostly small churches, we value

- *connectedness*—bringing our individual church strengths to share in connected ministry,
- *faith*—deep confidence in being the body of Christ and trust in God’s guidance into new ways of ministry in the world,
- *hopefulness*—following an unchanging God as we enthusiastically welcome an unknown future, and
- *teamwork*—nurturing collaboration, communication, and connection throughout the presbytery.

All of these things help us in our mission to joyfully respond to and creatively embrace our shared ministry and witness to Jesus’ grace and love. We strive to become an inclusive community of hope-filled disciples, filled with the Spirit’s energy to develop innovative ministries and partnerships. Our priorities include equipping our congregational leaders so they may thrive in ministry, expanding joint mission as a presbytery, connecting congregations for collaboration and support, and dismantling discrimination and posing diversity in our communities. (To that end, MUP has chosen to be part of the Matthew 25 Initiative.)

2. What is the nature and context of the community in which your presbytery lives out its mission/vision? How will you address the emerging needs that are impacting your community?

Our Presbytery makes up 53 churches in north-central Missouri. The Presbytery contains some larger cities like Columbia and Jefferson City. However, most of the churches reside in small towns. We have some mid-size churches and many smaller churches, all within a 2-hour radius from our geographic center. We hold a wide array of theological and political opinions, but we remain united in Christ.

Many of our churches are in need of revitalization. Some of our greatest needs include finding pastors or C.R.E.s for our small-town churches that are struggling to find leadership, expanding our pulpit supply list of qualified preachers that can help these churches in transition, and attracting younger generations into membership.

The General Presbyter has, in the past, done work to support pastors with annual retreats, weekly zoom coffee chats, and a monthly meeting for newer pastors that includes grant-paid lunches. The Presbytery is serving the wider community through financial support of college ministries and the coordination of Presbytery wide youth events such as triennium, spring and fall retreats, mission trips, and camping programs. COM helps churches in pastoral transition, and CPM helps raise up new leaders. The Presbytery also includes occasional breakout teaching sessions during its quarterly meetings such as education around 1001 New Worshiping Community opportunities. The Presbytery has access to sizable “resurrection funds” to help fund new ministry opportunities.

3. How will this call help complement the responsibilities of other staff/volunteer positions, and the live of the presbytery, so that you may accomplish your short- and long-term goals for ministry?

The Transitional General Presbyter and Stated Clerk will aid the Missouri Union Presbytery in accomplishing our goals by:

- Overseeing the office manager in their administrative duties to ensure there is good communication across presbytery committees. This will help the presbytery to make well informed decisions and execute decisions made as efficiently as possible.
- Being a pastor to the pastors. By providing pastoral care to the pastors of the presbytery you can be responsive to their present needs as well as anticipate their needs for the future. This will help congregations to retain effective pastoral leadership.
- Being informed on what the various presbytery committees are working on. This will allow you to facilitate communication throughout the presbytery to identify silos, inefficiencies, and areas for improvement.
- Being mission focused. This will enable you to remind us of our mission and goals when needed, recognizing that we all are leaders in multiple organizations seeking to accomplish various goals.
- Being a lifelong learner. We need someone to continually bring us new ideas that can help us to accomplish our goals.
- Being continually praying for us and seeking to follow the leadership of Jesus Christ.

4. Provide a description of the skills, gifts and training the person you hope will become a part of your ministry must have, to lead the presbytery toward the vision and mission established.

It is our hope and expectation that the GP/SC of MUP be a person of character and integrity. Faith in the Triune God is essential. *Do you pray and attend worship on a regular basis? How would you describe your relationship with Jesus Christ? What does Sabbath mean to you and how do you practice it? Who are your role models?* It is important that our leader be someone we desire to emulate.

Boundary training is mandatory (annually?) ("MALT"?)—>Interim/Leadership training for Pastors and GPs is mandatory.

Educational requirements include:

Life experience:

God gives gifts and talents to all. This role requires a person who is organized and has outstanding time-management skills. Also, must be able to work well with others and be an excellent communicator. Goal-setting, guiding, and implementation of plans are a necessity.

Listening, discerning; empowering and equipping are some things this person should do well.

We are praying for the right person to lead us.

5. What areas of ministry do you expect the person called to be responsible for? Share specific tasks, assignments and programs.

The responsibilities of our General Presbyter shall include but not be limited to the following:

- Shall serve as a pastor to the pastors and church professionals and their families in the Presbytery, modeling healthy routines, attending church regularly, mentoring, praying, studying, and exhibiting the fruit of the Spirit.
- Shall serve as a leader who partners with and inspires our Presbytery to discern, interpret and implement Christ's mission.
- Shall lead an assessment of the systems and processes of the Presbytery and make any needed recommendations for change during this transitional time.
- Shall serve as the chief administrative head of staff for the Presbytery and fulfill all responsibilities assigned to the Stated Clerk by the Book of Order.
- Shall empower the Presbytery to fulfill its Vision of becoming an intentionally inclusive and hope-filled community of faithful disciples, inspiring innovative ministries and partnerships, that all may thrive together in witness to the reign of God's love.

EEO: Accept

PNC Co-Chairs:

Deborah Olsen
3511 Longfords Mill
Columbia, MO 65203
Cell: 810-287-6360
daolson1205@gmail.com

Rev. John Grimmett
15680 Monroe Rd 675
Perry, MO 63462
Cell: 573-228-1359
pastorjohngrimmett@gmail.com