

MINISTRY INFORMATION FORM

Ministry Name Interim Part-Time General Presbyter

Website www.huntingdonpresbytery.com

Synod Synod of the Trinity

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Mission Statement:

Vision: Huntingdon Presbytery: Loved by Jesus Christ, Called to love all others.

We believe that God is calling the Church to renewal and transformation that we may witness to the love of Jesus Christ in changing and challenging times. This call has been heard by churches large and small, rural, town and urban, in the mountains and valleys of Central Pennsylvania. We believe that by God's saving Grace, we are loved by Jesus Christ and empowered by the Holy Spirit. Therefore, the churches, ministers and lay persons of Huntingdon Presbytery can and will participate in God's future for the church and the world. We believe that every church is called to offer gifts to Christ's work in the world.

NARRATIVE QUESTIONS

Narrative Question 1: What is the congregation's or organization's vision for ministry? Additionally, describe how this vision is lived out.

Huntingdon Presbytery's vision is "Loved by Jesus Christ, called to love all others." We are improving ways to communicate this message of love and outreach within the presbytery and within individual churches. We created

Presbytery Connections, a weekly e-newsletter to highlight ministries within the presbytery, prayer concerns, organizational changes, uplifting congregational stories and information from the wider church. We revamped presbytery meetings to include roundtable discussions, informal worship and workshops. We developed content for presbytery meetings, newsletters and presentations around our 2020 theme: Generations Working and Worshiping Together Across the Gap – gaps that include economic, social, racial, generational, educational and religious educational differences in this largely rural area. We want to help our churches/congregants develop electronic skills and capacity. Further, we are maximizing available resources. We streamlined presbytery committees, establishing interconnecting processes to ensure effective ministry even as we reduce the General Presbyter's position to half-time. We continue to develop Certified Lay Pastor training, allowing many committed ruling elders to work both independently and as partners with ordained teaching elders. This service to smaller churches has been well received by elders, ministers and congregations. We are encouraging virtual meetings with staff support and training.

Question 2: How do you feel called to reach out to address the emerging needs of your community or constituency?

Huntingdon Presbytery looks for ways to engage in mission opportunities to address the needs of our communities within the Northern Appalachian culture in which we reside. Our six-county presbytery encompasses 44 congregations with over 4,000 members. This area is mostly rural, as are many of our churches, although we include State College, one of America's best-known college towns, and the city of Altoona. About half our churches have fewer than 50 members. We equip small churches for ministry through pulpit supply, leadership training and the creative sharing of resources. Nearly one-third of our churches do not have called-and-installed pastors, making it crucial to support alternative forms of pastoral ministry, including ongoing Certified Lay Pastor training and development. We encourage congregations to be a "connectional church" through shared worship, education, training and church camp. We encourage individuals and congregations to participate in the life of the presbytery and other judicatories. We also encourage creative and ecumenical ministry partnerships, especially when dealing with larger issues, such as rural poverty, an aging population, racism, access to

health care and the effects of the opioid crisis. We try to promote a culture of unity amid diversity within our presbytery, where our oneness in Christ is greater than our differences.

Question 3: How will this position help you reach your vision and mission goals?

For the presbytery to carry out its vision and mission goals, our Interim Part-Time General Presbyter must maintain and nurture a personal relationship with Christ in order to provide leadership modeled after Christ. This person will partner with Huntingdon Presbytery leadership to continue a transition already underway, namely, right-sizing and reorganizing the presbytery to be effective with fewer resources in its ministry to a changing world. This person will serve as an anchor point during the transition period, evaluating what works and what doesn't as we continue moving forward. The interim GP will collaborate with all the members of the presbytery, working to facilitate communication within our teams and committees. This person will set a collegial tone among a theologically and politically diverse group of pastors, lay pastors and elders while providing advice and maintaining focus on our vision and mission goals. This person will work to bridge gaps within the presbytery and between presbytery and the community, serving as the "face of the presbytery" in ecumenical relationships and within our own denomination. As part-time interim, this person will build on the work already done to lay the groundwork for the success of our eventual Permanent Part-Time General Presbyter.

Question 4. Provide a description of the characteristics needed by the person who is open to being called to this congregation and/or organization:

Huntingdon Presbytery seeks an excellent communicator with deep personal and spiritual grounding to be our Interim Part-Time General Presbyter. Ours is a well-organized presbytery with a gifted staff, dedicated pastors and congregants, and churches serving communities with long, storied histories. Our Interim GP must be able to recognize our differences in size and culture while appreciating our commonalities, bringing humor and emotional maturity to this position. This person must

possess a spirit of hopefulness that allows for flexible leadership and encourages our organization to be agile and responsive to the needs of individual congregations and the larger connected church. In 2019 we implemented a wide-ranging reorganization of presbytery committees, and our Interim GP will help us live into our new structure as we discern how to best use available resources to carry out our vision. This person will act as an advisor as the presbytery moves forward in outreach, including support of our efforts to increase use of technology. We seek someone who will engage persons, organizations and partners in building up the faith, trust and hope of individuals and congregations in our presbytery. As the leader of a presbytery dedicated to effectively sharing Christ's love, our Interim GP will work to connect and unify people of various backgrounds.

Question 5: For what specific tasks, assignments, and programs areas will this person have responsibility?

Our Interim Part-Time General Presbyter will come at a time of transitions. Our well-regarded retiring GP has been full time for most of her 17 years here, reducing her hours in recent years and going to two-thirds time this year. Based on our finances, we expect our next permanent GP will serve the presbytery on a half-time basis. Anticipating this new reality, the presbytery in 2019 began operating under a new streamlined committee system. Now we need an interim part-time GP to help us to think through and adjust to what having a half-time GP means -- what tasks are essential and who will do them. The interim will help us evaluate the permanent GP's job description and help us set reasonable expectations for a part-time GP, assisting the presbytery's leadership in deciding how to fill any gaps that are identified. The interim will be a resource to presbytery committees, helping them to connect, coordinate and operate effectively, with emphasis on three committees: Visioning Team, Committee on Ministry and Committee on Presbytery Life. The interim will also help us clarify the GP's role regarding committees and relationships with congregations. Other duties include managing and supervising our staff; representing us within our own presbytery and in other judicatories, and in ecumenical relationships; reaffirming the

importance of being a connectional church; and encouraging creative use of technology.

LEADERSHIP COMETENCIES

- Communicator -** Advances the abilities of individuals and the organizations through active listening supported with meaningful oral and written presentation of information.
- Spiritual Maturity:** Shows strong personal depth and spiritual grounding; demonstrates integrity by walking the talk and by responding with faithfulness of purpose; is seen by others as trustworthy and authentic; nurtures a rich spiritual life; seeks the wisdom and guidance of appropriate mentors; is able to articulate a clear and consistent theology.
- Collaboration:** Has a natural orientation toward getting people to work together; share wins and successes; fosters open dialogue, lets people finish and be responsible for their work; creates strong feelings of belonging among group members, is a good judge of talent.
- Flexibility -** Adapts behavior and work methods in response to new information, changing conditions, unexpected obstacles, or ambiguity; remains open to new ideas and approaches; works concurrently on related and conflicting priorities without losing focus or attention.
- Hopeful -** maintains stability in the moment and hope for the future; provides direction, guidance, and faith when describing basic needs; and helps followers to see a way through chaos and complexity.
- Advisor -** an individual others turn to for counsel and guidance, provides coaching, expertise for congregations or other organizations.
- Organizational Agility:**
- Is astute about how congregations and/or organizations work; knows how to get things done through formal and informal channels; understands the importance of supporting good policy, practice, and procedure; appreciates the power in the culture of a congregation; is political savvy.

Strategy and Vision:

Sees ahead clearly, keeping focused on the larger picture; can anticipate future consequences and needs accurately, is future oriented; casts a compelling and inspired vision for a preferred future; sees possibility; crafts breakthrough strategies.

Interpersonal Engagement -

Displays a consistent ability to build solid relationships of trust and respect inside and outside of the organization; engage people, organizations, and partners in developing goals, executing plans, and delivering results; use negotiation skills and adaptability to encourage recognition of joint concerns, collaboration, and to influence the success of outcomes.

- Bridge Builder -** possessing a certain responsibility for the unity of the organization; works to connect people of different cultures, worldviews, and theological positions.

References

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- The Interim Part Time General Presbytery search committee has affirmed its intention to follow the Form of Government's Equal Employment Opportunity guidelines.