

## Presbytery of Baltimore - Position Description

<b>Position</b>	<b>Associate for Congregational Vitality</b>
<b>Purpose</b>	<b>To take a leading role in implementing and breathing life in the Presbytery's vision and ministry plan and encourage, challenge and equip existing and new congregations to thrive.</b>
<b>Responsibilities</b>	
	<ol style="list-style-type: none"><li>1. Serve as primary support for the Commission on Thriving Congregations.</li><li>2. Analyze and share the latest resources and models in congregational development and transformation within and beyond our borders</li><li>3. Work with and coach congregations in transition as they work on ministry assessments and strategic plans, encouraging and challenging congregations to seek more robust and transformative vision for their future.</li><li>4. Resource Ministry Groups, both designated and those that are creating and implementing congregational transformation initiatives or New Worshipping Communities</li><li>5. Research and recommend assessment tools for congregations and encourage leadership training for maximizing the effectiveness of such tools for congregational development and redevelopment</li><li>6. Network with groups and attend programs of the greater Church to gain new insights and approaches that will encourage congregations to thrive and enable the Commission to achieve its outcomes.</li><li>7. Other ministry related duties as assigned.</li></ol>
<b>Qualifications</b>	
	<ol style="list-style-type: none"><li>1. Ordained PCUSA Teaching or Ruling Elder preferred or qualified member of the PCUSA.</li><li>2. Demonstrated skills and expertise in successfully working with congregations in transformation, new church development and immigrant community development.</li><li>3. A sense of enthusiasm and optimism in the possibilities for revitalization, growth and new church development within the Presbytery</li><li>4. Strong organizational development, group process and leadership development skills.</li><li>5. Ability to work collegially.</li><li>6. Strong written, verbal, social media and technological skills.</li><li>7. Commitment to mission of the Presbytery of Baltimore and the PCUSA .</li></ol>
<b>Relationships</b>	The Associate for Congregational Vitality is employed by the Presbytery through the Personnel Committee in consultation with the General Presbyter. The Associate reports directly to the General Presbyter.
<b>Evaluation</b>	An annual review of the performance of the Associate will be conducted by the Personnel Committee in consultation with the General Presbyter.