Associate Presbyter for Faithful Change

The Associate Presbyter for Faithful Change guides and supports congregations as they navigate seasons of transition, discern faithful new directions, and strengthen long-term vitality. This role partners with Sessions, pastoral leadership, and presbytery teams to guide leadership transitions, reimagine the use of church property for mission, and connect congregations with resources that encourage adaptive ministry.

PRIMARY RESPONSIBILITIES

Leadership Transitions

- Partner with Transition Team representatives to support pastors, Sessions, and Pastor Nominating Committees (PNCs) throughout congregational transitions — from a pastor's departure through the installation of new leadership.
- Train and resource PNCs and Sessions with pastoral ministry models, search processes, and hiring procedures.
- Maintain regular communication with PNCs through Transition Team representatives.
- Collaborate with the Commission on Ministry (CoM) Administrator to ensure compliance with presbytery policies, procedures, and Book of Order requirements.
- Assist in maintaining and updating the CoM policies and procedures manual.
- Provide staff support to the CoM Transitions Team, including participation in relevant portions of CoM meetings.
- Participate in annual CoM training and development.

Property Discernment and Missional Use

- Advance and implement the presbytery's vision for helping congregations steward property as a resource for mission, community engagement, sustainability, and vitality.
- Facilitate proactive, pastoral conversations with Sessions about faithful and creative uses of church property.
- Guide congregations through the discernment processes related to property decisions.
- Connect congregations with appropriate internal and external expertise, tools, partners and other resources.

Grants and Financial Support Programs

- Serve as staff liaison (voice without vote) to the Grants Committee.
- Oversee administration of the Pastor Salary Support Program.
- Participation in projects and initiatives for HRP may be assigned

QUALIFICATIONS AND EXPERIENCE

- Teaching or Ruling Elder in PC(USA) preferred
- Minimum of 3 years' experience working with or within a Committee on Ministry (CoM) or similar body.
- Demonstrated experience in pastoral, congregational and/or mid-council leadership preferred.
- Experience with emerging and adaptive ministry models.
- Excellent written and oral communications skills, with the ability to strategize effectively with different groups.
- Demonstrated proficiency in facilitating groups of varying sizes with efficiency and effectiveness.
- Interest and experience in creatively leveraging underutilized church property for community engagement and mission.

COMPENSATION AND WORK STRUCTURE

- Annual Salary: $95,000, commensurate with experience.
- Full benefits package, including Board of Pensions participation (if applicable).
- This is a hybrid position requiring occasional travel to congregations and designated time in the office
- Relocation assistance may be considered for qualified candidates.

EQUAL OPPORTUNITY & INCLUSION

The Hudson River Presbytery affirms that all people are created in the image of God and called into the life and ministry of the Church. We are committed to cultivating leadership that reflects the full diversity of God's beloved community.

We welcome applicants of every race, ethnicity, gender identity and expression, sexual orientation, age, ability, and life experience, and we especially encourage those whose voices have been historically underrepresented in the Church to apply.

Grounded in our faith, we seek to embody a church where all are welcomed and valued as we serve and engage the world around us.

Please send inquires and/or resumes to info@hudrivpres.org