**Small Church Coordinator in Flint River Presbytery**

The Walter Flint Fund (currently valued at $6 Million) supports the ministry and mission of small churches in our presbytery. The parameters of the Fund enumerate the following as a permissible use: ***Flint River Presbytery programs and initiatives that benefit the small churches within its bounds (such as dedicated staff person that assists small churches.)***

80% of the churches in Flint River Presbytery are small churches of under 100 members. 50% of these small churches are served by Commissioned Ruling Elders (CREs), non-PCUSA pastors, or have no consistent pastoral presence in the pulpit. *In other words, 50% of our congregations no longer employ full-time called and installed pastors.*

The Committee on Ministry and the Executive Presbyter concur that these churches and their leaders would benefit from more focused training and support from within the presbytery. There are unique challenges to those who fall within the parameters of a part-time call. These challenges include the following:

* Difficulties balancing congregational responsibilities alongside full-time employment elsewhere.
* Inability to participate regularly or easily in presbytery events due to multiple jobs.
* Lack of awareness around available resources due to limited time availability.

*Currently, all of these churches, their pastors, CREs, and other church leaders look to Executive Presbyter Deb Tregaskis and COM for leadership and counsel.*  However, a presbytery is always stronger when there are multiple avenues available for encouragement and education!

This proposal requests funding for a new FRP staff position from the Walter Flint Fund to support our small churches which fall within the parameters stated above:

Initially, for three months, the person in this position will focus on building relationships with the 20 churches served by Commissioned Ruling Elders (CREs), non-PCUSA pastors, or who have no consistent leadership at all. During that time, needs of these leaders and their congregations will be listened to carefully and needs assessed.

After initial outreach and assessment, this individual will be responsible for:

1. Developing and leading a program of continuing education to be offered to CREs and TREs throughout the year.
2. Meeting with CREs and non-PC(USA) pastors of small churches to offer counsel and collegiality and develop events and trainings which address their needs and concerns.
3. Ensuring that CREs and non-PCUSA pastors feel connected to the presbytery and the denomination.
4. Developing and leading events and programs that benefit small congregations and their pastors.
5. Alerting the Executive Presbyter and COM when a congregation or pastoral leader needs additional resources or is facing significant challenges.
6. Working with COM liaisons to small churches to ensure that their relationships are a good fit and comfortable for all parties.

Characteristics of candidate:

* Good listener, disciplined self-starter, and persistent communicator.
* Ease at developing interpersonal relationships
* Able to work flexible hours, handling calls and meetings when CREs, pastors and church leadership are available
* Able to travel to meet with pastors and church leaders in person
* Comfortable with using a broad range of technology, e.g., Zoom, text messaging, and e-mail

This position:

* Reports to Executive Presbyter, Deb Tregaskis
* Works from home.
* Begins at 15 hours/week, but *could* increase as needs are determined over time
* Attends Committee on Ministry, Advisory Board and Presbytery meetings
* Maximum salary for the first year would be $22,750 with funds able to be allocated as the coordinator deems fit between cash salary, housing, and professional expenses

**Applications are due to Elizabeth Cantrell at ecantrell@flintriverpresybtery.org**

**by Monday, May 2, 2022 at 4 pm.**

**Application Information Begins Here**

In addition to submitting an up-to-date resume or PIF, the interested candidate should address the following questions in as much or little detail as deemed necessary.

1. What appeals to and/or excites you most about this position? What can you imagine doing in this role?
2. Name a time when you overcame a challenge. What did you learn from this experience?
3. We live in a time of incredible uncertainty on many levels. How do you cope with uncertainty or anxiety at your very best?
4. Describe your spiritual practices. How do you stay connected to God and neighbor?