

THE ASSOCIATE CONFERENCE MINISTER SEARCH

The PSEC is a region where some of the United Church of Christ's earliest traditions still find expression alongside new and diverse congregations from a variety of cultures. As we enter into the next era for the Christian church, we have imagined a new vision for our congregations, our Associations, and our Conference. Our churches are especially being called to reconsider practices and traditions related to financial, human, and facility resources. Our Conference leaders are expected to support and model those practices.

The Associate Conference Minister for Congregational Development (ACMCD) is a new position created to help Conference churches engage in the very difficult, but absolutely critical, work of church growth and the equally difficult work of training lay leaders and authorized ministers in the same. The ACMCD must know the requirements for new models of ministry to reach new generations of church and unchurched people. Many of our churches will not meet those requirements and will need to celebrate the completion of their mission as they grieve their church's closure. In those endings are possibilities for new ministries and the ACMCD will help bridge some of those transitions.

We hope to live into God's vision for our conference by working with a part-time (20 hours) ACMCD who can help develop the best practices of evangelism and church growth. A commitment to education and training will be a critical part of this position as will a healthy impatience with churches that are slow to respond to the changing spiritual and religious needs of individuals and communities. It is important that our ACMCD model effective change to build up vibrant and faithful church leaders. In light of the challenge of adopting new traditions within church institutions, we seek an ACMCD who will delight in guiding and teaching transformation, while also shepherding pastors and congregations into closure where that becomes necessary.

PSEC AT A GLANCE

The Pennsylvania Southeast Conference (PSEC) is comprised of 166 UCC congregations with 42,000 members in Philadelphia and the surrounding counties in the southeast corner of the state.

In the PSEC today, you can still encounter people whose faith and future are grounded in their identity as inheritors and stewards of the German Reformed tradition joined with congregations from a number of different ethnic and theological backgrounds.

We have recently welcomed into affiliation African-American, East Indian and Spanish-language congregations. We have union churches, shared ministries and federated congregations that combine UCCer's with Lutheran, Schwenkfelder, Presbyterian, Disciples of Christ, United Methodist, and Baptist traditions. We are also in international partnerships with the Evangelische Landeskirche Anhalts in the former East Germany and the Federation of Baptists in Cuba.

We strive to strengthen our relationships in support of each other through conference annual meetings, retreats, training events and an annual clergy convocation. We've become much more intentional about ministerial support and accountability among our Associations. Our compact geography means we can (with relative ease) bring together this diversity to strengthen connections within our small portion of the Body of Christ.

Job Description

PSEC Associate Conference Minister for Congregational Development (Part-time)

Revised Date: June 28, 2016

Focus:

The primary purpose of every PSEC staff member is to work together to accomplish the mission of the conference which is to support pastors, grow congregations and build up the Body of Christ. The primary goal of this position is to help congregations increase their mission focus, deepen Christian discipleship and maximize church growth potential. The Associate Conference Minister for Congregational Development (ACMCD) shall provide conference wide leadership assisting and guiding congregations of the Pennsylvania Southeast Conference in all facets of congregational growth and vitality. The ACMCD operates at the group level and not as an individual counselor or congregational coach. The ACMCD is recommended by the Conference Consistory to the Conference body for election and supervised by the Conference Minister.

Responsibilities:

1. Conduct quarterly Conference wide training workshops on evangelism, church growth and congregational systems change.
2. Conduct quarterly training events by request of Conference Associations on evangelism, church growth and congregational systems change.
3. In cooperation with local Associations, identify and promote one potential new church start, its leaders and location, within the Conference annually.
4. Facilitate the action plans for, and the completion of, PSEC 2020 Vision Statement items 6, 12 and 13 (attached).
5. Conduct workshops at, and assist with, official meetings of the Conference in conjunction with other staff.

Qualifications:

- * An authorized minister of the United Church of Christ with standing in an Association of the UCC, having an enthusiastic commitment to the Christian faith.
- *Have thorough knowledge of, and experience with, church revitalization, systems change theory and practice.
- *Able to reflect and present the best practices of church growth for implementation by local congregations and pastors.
- *Have a five to eight (5-8) year record of achievement and credibility in local church service with ability to preach and lead worship.
- *Be emotionally mature and self-authenticated, with a well-developed leadership style that is grounded in a deep faith.

Compensation:

1. Salary: Conference Guidelines for Part-time ministry
http://psec.org/wp-content/uploads/2015/10/2016%20Salary%20Guidelines_FINAL.pdf
2. Retirement at 14% of salary
3. Continuing Education Stipend
4. Sabbatical Leave and financial support commensurate with salary