



- TITLE:** Pastor of Leader Care & Development (PLCD)
- CATEGORY:** In accord with the Fair Labor Standards Act, this position is classified as a nonexempt position. It is a part-time, hourly position defined as 5 hours/week.
- EMPLOYMENT:** Employment for the position is by the Executive Presbyter in consultation with the Personnel Committee in accordance with Presbytery policies and procedures.
- ACCOUNTABILITY:** The employee is accountable to the Executive Presbyter who is the head of staff and is the immediate supervisor.
- PURPOSE:** To provide pastoral care and guide the leader care and development of the Presbytery's Leaders defined as pastoral leaders, commissioned pastors, educators, and youth leaders.

RESPONSIBILITIES

1. Works with the Shepherding Working Group made up of 6 to 12 Teaching Elders and Commissioned Pastors to assist with the work of Leader care and development.
2. Encourages every standing committee and working group in Presbytery, meeting face to face twice a year; hospitality shall be offered at those meetings to express appreciation for the work of those who serve on the committee. If necessary, the Shepherding Working Group shall tend to the details of the hospitality and funds shall be budgeted.
3. Identifies Leaders who are retired, in validated ministries, or are at-large members to assist when a Leader in the Presbytery has a personal emergency or crisis and needs someone to preach, teach, lead a meeting, or assist in ways that would provide accompaniment and support.
4. Organizes a worship celebration for Ordinations and Installations for the whole Presbytery to occur semi-annually in November and May.
5. Organizes two events per year for Leader development.
6. Organizes two lunch events per year for retired Leaders.
7. Identifies colleague groups within the Presbytery and establishes new groups to foster deepening relationships—for the encouragement of Leaders; all Leaders of the Presbytery shall be encouraged to engage in a colleague group.
8. Identifies and trains mentors for new Leaders in the Presbytery with clear expectations and regular check-in with the Pastor of Leader Care and Development.

RELATIONSHIPS

The PLCD works collaboratively with the Shepherding Working Group and with Leaders who serve as pastors, are retired, in validated ministries, or are at-large members to provide Leader care, support and development. The PLCD also works with mentors to new Leaders in the Presbytery.

QUALIFICATIONS/SKILL SET

- Member of Presbytery of Genesee Valley
- M.Div. degree
- Deep listener
- Responsive to pastoral care needs
- Ability to organize events, worship, hospitality, celebrations, and lunches
- Administration – lead a Working Group

EXPECTATIONS/PERFORMANCE REVIEW

An annual review by the Personnel Committee will be conducted in accordance with the Presbytery's Personnel Policy.
Hours/ Pay Range: Pay range: \$30-35/hour.