

Regional Staff of the Synod of British Columbia

The incumbent will be a Minister of Word and Sacraments or a Member of the Order of Diaconal Ministries, appointed by the Synod of BC and will work within the approved Synod structure. The primary functions are:

- To develop congregational leadership, both lay and ordained within the Synod/Synodical of British Columbia
- To support and resource evangelism within the Synod
- To nurture Christian community within the Synod

Duties and Responsibilities

1. Develop congregational leadership, both lay and ordained within the Synod/Synodical of British Columbia

1. By training congregations and Presbyteries in the discernment and exercising of our spiritual gifts;
2. By enabling Kirk Sessions and Presbyteries to develop leadership training opportunities;
3. By working with the Elders Institute to train lay worship leaders;
4. By implementing various opportunities for clergy renewal and support.

2. To support and resource evangelism within the Synod

- By initiating studies within congregations about the purpose of the church and its relation to the wider community;
- By encouraging many varied attempts to make contact with those outside the church;
- By equipping people to be faithful witnesses in their daily lives;
- By encouraging the use of technology to communicate who we are and what we do.

3. To nurture Christian community within the Synod

- By supporting the development of lively and dynamic worship services that are inclusive of all ages;
 - By developing strong pastoral care programs within congregations through small group ministries and trained pastoral care givers, whether elders or lay people;
 - By training congregations in healthy conflict resolution;
 - By training congregations in the traditional practices of the faith including bible study and prayer.
1. The Regional Staff will oversee the creation and maintenance of an interactive Synod website and newsletter.

2. Attendance is required at the regular meetings of the Synod and of the Synodical, one meeting per year of each Presbytery/Presbyterial; and other meetings as necessary to fulfil the responsibilities of the position. The Regional Staff will report to the above courts/groups as needed.

Qualifications

The Regional Staff will

1. be a Minister of Word and Sacraments in The Presbyterian Church in Canada or a Member of the Order of Diaconal Ministries with a minimum of five years experience in ministry;
2. exhibit a general knowledge of the Bible, Christian faith, Reformed theology and Presbyterian polity;
3. have expertise and practical experience in the areas of leadership development, evangelism and building Christian community;
4. have a working knowledge of strategies for these three foci
5. be visionary and innovative;
6. be able to equip others and provide resources;
7. have appropriate training and/or experience as a workshop leader;
8. have training in group dynamics, conflict resolution and mediation;
9. be able to exercise initiative as well as work with teams;
10. be a skilled communicator;
11. have proven interpersonal skills;
12. have demonstrable organizational and administrative skills;
13. be willing to travel.

Accountability

The Regional Staff is accountable to Synod through the Regional Staff Advisory Group (RSAG) which will provide ongoing direction and review. The Regional Staff and the Regional Staff Advisory Group (RSAG) shall jointly set goals for each year. Following the usual probationary period, a formal review will be conducted initially after one year and at least every three years thereafter.

Remuneration

The incumbent will be remunerated at the appropriate Presbyterian Church in Canada Category I level as approved from time to time by the General Assembly. Staff travel expenses are provided. Five weeks annual paid vacation is included as is contributions to EI, CPP, Workers Compensation Board, the Medical Service Plan of British Columbia as well as the Presbyterian Church in Canada group pension, insurance, and extended health benefits. Continuing education of up to two weeks is expected, with an allowance of \$1000 being provided per year (non cumulative).

The incumbent will reside in the Lower Mainland and will operate a home office.