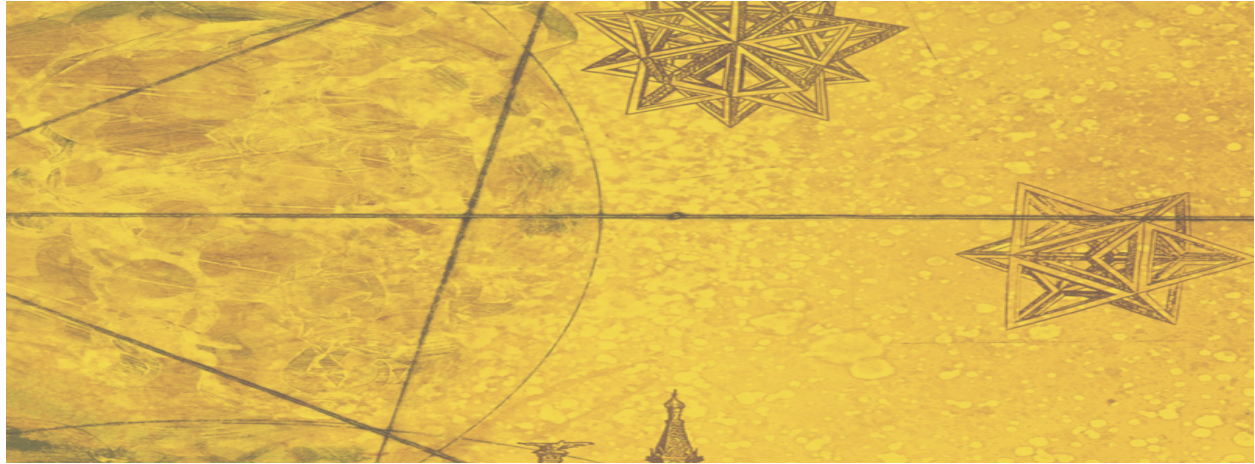


THE PRESBYTERY OF NEWARK

Presbytery of Newark • 192 Broad Street, Bloomfield, NJ 07003 • 973.429.2500 o • 973.429.2333 f
www.pbynewark.org



Overview: Design for Transformational Mission

General Presbyter

Dr. Kevin Yoho

Presented in slideshow format to:

EP Search Committee: June 27, 2006

Human Resources Team: July 18, 2006

Presbytery: December 3, 2006 (Installation); January 13, 2007 (Leadership Conference)

Transformational Leadership Model

Best Practice

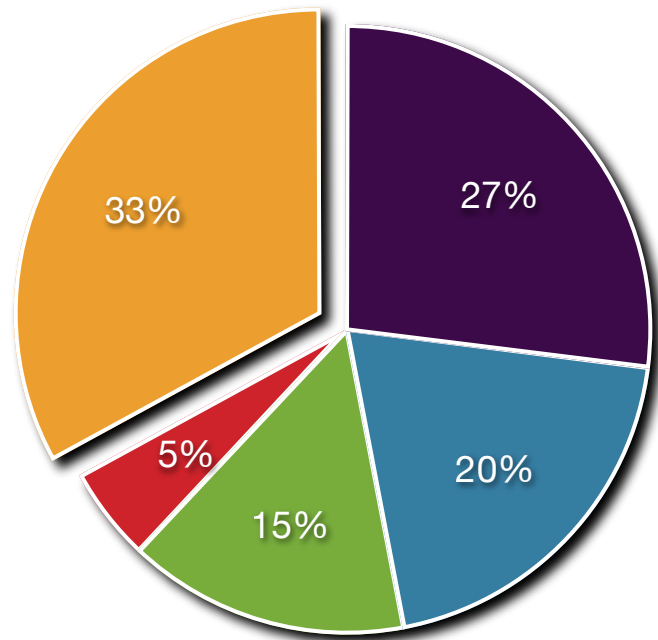
The Transformational Leadership Model includes three inter-related components that are based on best practice skills and behaviors for governing bodies so that they can become effective in its mission. Guidelines and duties of the General Presbyter are based on General Assembly, Synod, and the experience of other presbytery's work that are engaged in a similar transformational leadership model. The components include: Part 1: General Presbyter Time and Responsibilities Allocation; Part 2: Real Change Transformation; and Part 3: Flat World Transformational Leadership. A reading list follows.

This is Part 1.

GP Opportunity Overview

Our presbytery's new mission design requires new behaviors and time allocations for the executive to be effective as the General Presbyter. The 40% "out of office" and "working with pastors and congregations in embracing transformational ministry" will be the "value add" for the General Presbyter. I expect this new way of doing ministry will generate a great deal of push-back from individuals and from the system as this new The following is a summary of the priority tasks contemplated by the GP in transformational leadership and developing urgencies about our common ministry.

- Management
- Trainer Delegator Supporter
- Leader Care
- Proclamation Presence
- Transformational Ministries



GP Time and Responsibilities Allocation

1. Management 27% (2007 goal-> 25%)

Provide Leadership in

- Visioning and strategic planning
- Head of Staff for all presbytery personnel and compensated workers
- Implementing presbytery mission and bylaws
- Providing assets-review and oversight

Staff Support for

- Mission Council
- Book of Order committees
- Work Teams
- Governing bodies relationships:
 - Presbytery, GA, Synod
 - Presbytery Partnership Group (New Jersey)

2. Trainer Delegator Supporter 20% (2007 goal-> 20%)

- Equipping, Empowering, and Recruiting:
 - Clergy and other ordained personnel

- Commissioned lay leaders
- Co-operative Ministries
- Forming teams to help manage crisis situations occurring within the presbytery
- Leadership development of clergy

3. Leader Care 15% (2007 goal-> 15%)

- Clergy and Congregations will receive:
 - Nurture and care
 - Crisis intervention, management, and response
 - Assistance before, during, and after transitions
 - Vacant pulpit and placement advice

4. Proclamation and Presence: Symbolic Representation 5% (2007 goal-> 5%)

- Preaching at presbytery churches
- Delivering traditional and new media content (speaking, publications, web, teaching, and preaching)
- Ecumenical relations

5. Transformational Ministries 33% (2007 goal-> 35%)

Presbytery of Newark's New Design for Transformational Mission

One-third (33%) of the General Presbyter's time will be allocated to the Transformational Ministries priority function.

- Create and produce transformational content
- Challenge professional church leaders (pastors, CLP's, elders, deacons) to embrace change and develop skills to become transformational leaders
- Promote real-change, and deep-change, congregational transformation, especially the 7-Stage transformational process
- Explore new ministry, Hispanic, Portuguese, urban start-ups and new church development (NCD)
- Engaging key presbytery leadership in strategic planning... to increase the vitality and effectiveness of our congregations
- Acting as a catalyst for change... to implement our new strategic vision
- Utilizing the transformational concept of Triage to maximize the opportunities for presbytery effectiveness, growth in congregational mission

Annual General Presbyter Goals

Based on the Presbytery's CIF GP job responsibilities and operating under the Transformational Leadership Model outlined above, I will continue my "listen and learn and assess" mode to gain information and build trust.

I will formulate my annual goals in a time frame that will permit me to know our presbytery people and ministry assets and develop how to best achieve the promise of our new mission design. In the words of the CIF, "(The General Presbyter) will provide visionary leadership, practical support and pastoral care to the Presbytery and its members. (The GP will) help us to implement our new mission-oriented organizational structure, guide us in a continuing clarification of our vision and goals, and help us to address both the challenges and the joys of our rich diversity."

Using best practices, General Assembly, and Synod guidelines, and reviewing goals implemented by other presbytery executives in the Synod of the Northeast (to be collected by the Human Services Team) for review with the GP), the General Presbyter will provide annual goals that will be used in the annual review.

Major responsibilities are:

- To initiate new forms of ministry and new visions of worship & service, with "energy, intelligence, imagination and love"
- To look holistically at the mission of Newark Presbytery
- To keep abreast of renewal resources and conferences
- To aid in the training of Presbytery leaders, equipping all for evangelism, leadership and service
- To connect in ministry with changing communities
- To be the staff resource to Presbytery committees, in particular working closely with our revised Council, Trustees, Human Services Team, and the Committee on Ministry
- To resource the work groups of our new mission structure and to oversee the administration of the Presbytery in keeping with our vision
- To coordinate the Presbytery staff, with the Human Services Team
- To be a pastor to pastors, elders and leaders, and to participate in the life of the churches of the presbytery
- To relate to local seminaries, the Synod of the Northeast and the G.A., to discover resources for our shared mission

References and Resources

Transformational Regional Bodies by Roy M. Oswald and Claire S. Burkat

Blink : The Power of Thinking Without Thinking by Malcolm Gladwell

The World Is Flat by Thomas L. Friedman