

PRESBYTERY OF MIDDLE TENNESSEE

VISION FOR 2026 AND BEYOND



OUR VISION:

*CULTIVATING CONGREGATIONS TO BE
CHRIST'S AGENTS OF TRANSFORMATION
THROUGH RELATIONSHIPS, MINISTRIES, AND
MISSIONS THAT PRODUCE THE FRUITS OF
THE SPIRIT*

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INTRODUCTION TO THE PRESBYTERY OF MIDDLE TENNESSEE

VISION FOR 2026 AND BEYOND

In late October 2024, the Vision and Leadership Team convened for the first time to name our hopes for this spiritual work—and the anxieties and fears that naturally accompany change. As we met over the ensuing year, we came to know one another more deeply and felt a mounting excitement for the work beginning to take shape.

To start our journey, we hosted a three-part series of listening sessions at Presbytery meetings, inviting stories about our Past, Present, and Future.

- ✓ From the Past, we heard of a Presbytery rooted in connection and mission, and grounded in faith and service.
- ✓ For the Present, many urged a more communicative, relational, and imaginatively resourced structure—able to accompany congregations, especially smaller ones, toward sustainable growth or dignified closure, and in some cases, rebirth.
- ✓ For the Future, participants asked for a vision-driven, collaborative Presbytery with transparent communication and nimble, shared leadership—adaptive rather than hierarchical, fit for a changing landscape.
- ✓ A summary of our take-a-ways: Trust, Transparency, and Inclusion through better Communication, sharing of Resources and improved presbytery Staffing.

The next step was to conduct interviews and zoom gatherings with the Presbytery's existing staff, the youth of our churches and the committees (most notably the Personnel Task Force) that expressed an interest in providing input. Taken together, these voices helped us discern the shape of the work ahead and clarified where energy already exists within the Presbytery of Middle Tennessee.

Building on those insights, the team gathered for a day-long writing retreat to craft a shared Vision Statement: “Cultivating congregations to be Christ’s agents of transformation through relationships, ministries, and missions that produce the fruits of the Spirit”, along with the Objectives and Supporting Statements that would guide our collective discernment.

With that compass in hand, we entered a focused stretch of self-led meetings to explore potential structures and practices that could better align the Presbytery with the vision we had named. After dozens of hours—many of them in late-night conversations marked by rigorous debate, prayerful reflection, and mutual trust—the team reached consensus on a proposed framework and structure that can assist us in modifying our

practices to live into The Great Commission “to make disciples” and The Great Commandment “to love one another”.

What follows is the result of that process: a structure we believe is faithful to the stories we heard, responsive to present realities, and oriented toward a hopeful future. We commend it to the Presbytery for consideration and discernment.

Objectives and Supporting Statements

Objective 1: Cultivate a Culture of Trust, Transparency, and Inclusion

Supporting Statements:

- Build structures and practices that model authentic communication, mutual respect, and inclusive decision-making across the presbytery through the creation of four (4) Shepherd positions. These positions will provide assist in facilitating the goals of transparency, communication, and connectivity throughout the entire presbytery.
 - Form a Coordinating Committee to provide cohesive ongoing visioning, strategic alignment, and operational coordination.
 - Make use of existing regional church neighborhoods to establish consistent, facilitated gatherings that nurture peer support, relational depth, and contextual collaboration, through the creation of one Shepherd position per neighborhood.
-

Objective 2: Encourage Adaptive Leadership and Inspire Innovation

Supporting Statements:

- Demonstrate flexibility and responsiveness at the presbytery level to inspire similar behavior in congregational leadership, through the creation of up to four (4) Dean positions, at any given time, in coordination with the Executive Presbyter, that will provide subject matter expertise to local congregations on a wide variety of subjects on an as-needed basis.
 - Launch innovation grants utilizing legacy funds from closed churches to seed creative, mission-driven initiatives.
 - Offer tailored learning opportunities (in-person and digital) for diverse congregational contexts—rural, urban, small, large—empowering leaders with relevant skills and imagination for ministry today.
 - Create and share on-demand video resources (e.g., short talks, interviews, storytelling) that equip and inspire leaders in real time.
-

Objective 3: Strengthen Congregations for Transformational Impact

Supporting Statements:

- Use Presbytery gatherings, platforms and the Shepherd positions to foster connection, highlight meaningful ministries, and elevate the witness of local congregations.
- Resource churches with best practices for ministry development—such as elder and deacon formation, session retreats, short-term mission, and Christian education.
- Connect congregations in shared ministries that address ongoing needs (e.g., food insecurity, mental health, justice work, LGBTQIA+ inclusion, elder care, youth ministry).
- Support revitalization and spiritual renewal efforts through coaching, training, and peer-learning cohorts.

Summary of Structural and Other Changes

After listening to the body (church members), the brain and heart (staff), and the hands and feet (youth and volunteers), the Vision and Leadership Team gathered, listened some more (to each other), listened to God (in prayer – individually and collectively) and what follows is what we heard:

- Everyone wants more communication and transparency.
- Everyone wants shared resources – best practices, guidance, partnerships, financial.
- Everyone wants more accountability – from the Presbytery to the churches.
- Everyone recognizes the need for support/inclusion/community within the body.
- Every church needs help.
- We are called:
 - ✓ to tell others about Christ
 - ✓ to love, to help, to support, to share
 - ✓ to communicate better with our communities and with each other
 - ✓ to live out our calling in ministries and missions that produce the Fruits of the Spirit

At the Presbytery level, there needed to be structural changes to facilitate the development of practices that can address all that we heard. The changes we believe that will create the best environment in which to develop those practices are as follows:

- Modify the staffing of the Presbytery
 - ✓ Expand the Communications roll to Operations and Communications Coordinator (from part-time to full-time) with expanded duties
 - ✓ Modify the job descriptions for the Executive Presbyter and Stated Clerk
 - ✓ Add new positions – Deans and Shepherds (more on them later)
- Modify the number of Committees/Commissions within the Presbytery
 - ✓ Leadership Excellence and Committee on Mutual Support were identified as overlapping with the work/responsibilities of other committees and are recommended to be dissolved
 - ✓ The Nominating Task Force will have ongoing additional responsibilities and the importance of their work was deemed to warrant a proposed move from a task force to a full committee
- Create a Coordinating Committee to replace the Administrative Committee with changes to the make-up of the committee and a shift toward a coordination focus.

The Presbytery of Middle Tennessee Proposed Job Description: Executive Presbyter

Purpose

The Vision and Leadership Team is proposing that the Presbytery maintain the Executive Presbyter as the full-time pastoral leader and head of staff for the Presbytery of Middle Tennessee, with responsibility to help care for the minister members of and oversee the operations of the Presbytery. The changes to this position mainly embody a shift in focus for the Executive Presbyter from simply being a head of staff to the more nuanced service as the Presbytery's primary facilitator of ministry and mission, demonstrating a pastoral and compassionate presence, encouraging, supporting, and celebrating the full spectrum of Presbytery's work. The Executive Presbyter will help guide and supervise the Presbytery Staff, including the newly proposed Deans and Shepherds, in developing strategies and processes that further the Presbytery's efforts in: (A) cultivating a culture of transparency, trust and inclusion; (B) modeling adaptive and agile leadership while providing resources to congregations to do the same; and (C) supporting congregations to be agents of transformation.

Essential duties/Responsibilities

The Executive Presbyter will supervise the work of Presbytery Staff and help to facilitate the work of the committees and commissions of the Presbytery in fulfilling its mission by:

- Meeting regularly with specialty Deans, Stated Clerk, Operations & Communications Coordinator, and regional Shepherds in maintaining relationships of love, trust, and mutual accountability.
- Facilitating connections between congregations, minister members of Presbytery, Presbytery Staff, and chairs of Presbytery committees and commissions; cultivating overall health and celebrating successes.
- Ensuring compliance with processes including, but not limited to, necessary/required staff trainings.
- Managing the business and operational processes of the Presbytery.
- Coordinating the exploration of new and adaptive approaches to mission and ministry; identifying changing needs and challenges.
- Coordinating logistics for Presbytery meetings with Stated Clerk and Operations and Communications Coordinator, including preparing agendas, assembling and distributing meeting materials, arranging meeting spaces (in-person and virtual), and tracking attendance.

Relationships & Accountability

The Executive Presbyter will be accountable to the Presbytery through the Coordinating Committee working in close relationship with the Personnel Task Force.

The Executive Presbyter will:

- Serve as Presbytery staff for all committees, councils, and commissions.
- Serve as Presbytery resource staff for special task forces and the Administrative Commission as appointed by the Moderator or elected by the Presbytery.
- Represent the Presbytery with denominational entities: Presbyterian Disaster Assistance, Presbyterian Investment and Loan Program, Board of Pensions, Presbyterian Mission Agency, Presbyterian Foundation, General Assembly, and Synod of Living Waters.
- Oversee the performance of the Presbytery's staff or contracted workers

Essential Skills, Gifts, and Experience

- Strong understanding and articulation of Reformed Theology and a basic knowledge of denominational structures and resources
- Be a member in good standing, as Ruling or Teaching Elder, in the Presbyterian Church (U.S.A.)
- Proven ability to listen, empathize, assess, and use adaptive approaches to opportunities and problem solving, coupled with a willingness to work in partnership through the Presbytery's structures and systems, and following the Mission and Operations Manual
- Willingness to create space for a range of theological understandings and respect for other faith traditions; develops valued cross-cultural relationships, with humility and genuine engagement in the interests of others
- Demonstrated ability to navigate, interpret, and resource in complex situations, times of conflict, times of congregational transition, and the Presbytery's transition
- Embody emotional balance, confidence, grace, flexibility, and receptivity when faced with challenges, bringing a calm presence and mature self-awareness in times of transition, stress, grief, and conflict
- Punctual, reliable, well-organized, effective communicator, and ability to triage priorities

The Presbytery of Middle Tennessee Proposed Job Description: Stated Clerk

Purpose

The Vision and Leadership Team is proposing that the Presbytery maintain the Stated Clerk position as a part-time position. Many of the administrative tasks previously done by the Stated Clerk will now be assumed by the newly expanded position of Operations and Communications Coordinator thereby freeing up the Stated Clerk to concentrate their attention to the responsibilities as required by the Book of Order and the Missions and Operations Manual of the PMT. The Stated Clerk position is required by the Book of Order (G3.0104) to ensure that constitutional requirements are met by the Presbytery. The Stated Clerk fulfills duties assigned by the Presbytery through its Mission and Operations Manual, serves as Presbytery's parliamentarian, and contributes to cultivating a culture of transparency, trust and inclusion within the Presbytery operations to fulfill our mission and ministry purposes.

The Stated Clerk fills an important role in representing the values, vision, and goals of the Presbytery. Creativity and adaptability are expected, beyond the required record-keeping and compliance with the Book of Order. When polity or customary practices are tested, the Stated Clerk's response shall be exploring possibilities and inviting further conversation.

Essential Duties/Responsibilities

- Ensure that constitutional and polity requirements are met:
 - Record actions of the Presbytery including the recording of Presbytery minutes and filing statistical and other reports as required by the Presbyterian Church (U.S.A.)
 - Keep rolls of Presbytery membership and attendance
 - Preserve Presbytery minutes and other records, furnishing verified extracts upon request
 - Provide orientation, training, advice, and requested resources in matters of judicial process
 - Assist the Coordinating Committee in review of the process and formula for parity of minister and elder members, every five years
 - Ensure compliance with required processes, such as background checks, and records retention schedules.
- Fulfill duties assigned by the Mission and Operations Manual and Policies:
 - Coordinate and collaborate with the Moderator, committee chairs, Operations and Communications Coordinator, and Executive Presbyter in logistics of preparing for and conducting Presbytery meetings (including preparing agendas, assembling and distributing meeting materials,

- arranging meeting spaces (in-person and virtual) and tracking attendance), trainings and other meetings as appropriate
- Attend meetings of the Coordinating Committee, Commission on Ministry, Committee on Preparation for Ministry, Permanent Judicial Commission, and other committees when invited by the chair, or as directed by the Executive Presbyter or the Coordinating Committee
- Support the work of commissions, committees, and task forces, as needed
- Ensure orientation for first-time commissioners at Presbytery meetings
- Ensure annual training for first-time Clerks of Session and annual review of church minutes. Participate in training of General Assembly commissioners
- Serve as Secretary of the Corporation.
- Serve as Presbytery's parliamentarian.
- Other Assigned Duties:
 - Collaborate with the Operations and Communications Coordinator in:
 - ✓ planning annual Committee Orientation
 - ✓ assisting Pastor Nominating Committees with posting Ministry Information Forms on Church Leadership Connection
 - ✓ providing announcements and updates for Presbytery eNews
 - ✓ keeping Presbytery's electronic files updated
 - Serve in the Larger Church – Attend the annual Polity, Benefits, and Mission Conference, Synod of Living Waters, and the General Assembly
 - Forward approved policy and documents to Operations Coordinator for posting on website
 - Serve collaboratively and transparently with the Executive Presbyter, Coordinating Committee, Operations and Communications Coordinator, committee chairs, Deans and Shepherds.

Relationships & Accountability:

The Stated Clerk shall be accountable to the Presbytery of Middle Tennessee through the Coordinating Committee. Regarding constitutional responsibilities, areas of concern will be communicated to the Executive Presbyter and Coordinating Committee through the Personnel Task Force. The Stated Clerk will be reviewed by the Personnel Task Force of the Coordinating Committee at the end of the first year of their term. In the first half of the third year, a comprehensive evaluation will be conducted by the Personnel Task Force.

Essential Skills, Gifts, and Experiences

- Be a member in good standing, as a Ruling or Teaching Elder, in the Presbyterian Church (U.S.A.)

- Proven knowledge of the Book of Order, Presbyterian Polity, Robert's Rules of Order, and PCUSA structures and resources
- Collaborative team-player, invested in best outcomes for all staff colleagues, Presbytery leaders, ministers, and churches
- Detailed record keeper who finds joy in sharing appropriate Presbytery documents, learning to improve as a Stated Clerk, and equipping others for their roles and responsibilities
- Trustworthy, approachable, prompt in responses, and respectful in all interactions
- Oversees and safeguards Presbytery property and documents, making them readily available and accessible, as needed or requested

Term of Service:

The Stated Clerk shall be nominated by the Personnel Task Force through the Coordinating Committee and be elected by the Presbytery for a three-year term (to begin January 1). The term is renewable.

The Presbytery of Middle Tennessee
Proposed Job Description:
Operations and Communications Coordinator

Purpose

The Vision and Leadership Team is proposing that this position be expanded to a full-time position (previously has been part-time) with expanded responsibilities for the dual purposes of relieving the Stated Clerk from administrative tasks that are clerical in nature, yet essential and time consuming, and to facilitate better communication and coordination of resources throughout the presbytery.

The Operations and Communications Coordinator provides essential administrative, operational, and communications support to the Presbytery of Middle Tennessee. This position works closely with the Executive Presbyter, Stated Clerk, and other staff to ensure smooth daily operations, clear and consistent communication, and effective coordination of Presbytery gatherings, resources, and initiatives.

Essential Duties/Responsibilities

- Administrative & Operations Support
 - Serve as the primary administrative resource for the Presbytery, managing daily operations such as supplies, mail, equipment, and file systems.
 - Coordinate logistics for Presbytery meetings with Executive Presbyter and Stated Clerk, including preparing agendas, assembling and distributing meeting materials, arranging meeting spaces (in-person and virtual), and tracking attendance.
 - Maintain designated administrative files, agreements, and operational records as assigned by the Executive Presbyter and Stated Clerk.
- Communications & Technology
 - Develop, manage, and distribute all internal and external communications, including print and electronic media, such as newsletters, social media, website updates, and email announcements.
 - Arrange audiovisual and technology support for meetings, online gatherings, and hybrid events.
 - Coordinate design, formatting, and distribution of communications materials in alignment with Presbytery's mission and branding.
- Liaison & Support
 - Assist with information dissemination between staff, committees, and commissions as assigned by the Executive Presbyter and Stated Clerk.
 - Support coordination of special events, training opportunities, and mission initiatives.

Relationships & Accountability

- Reports to the Executive Presbyter.
- Works closely with the Stated Clerk, Treasurer, committee and commission chairs, and other Presbytery staff.
- Maintains collaborative relationships with volunteers and ministry partners.

Essential Skills, Gifts and Experiences

- Familiarity with the Presbyterian Church (U.S.A.) structure, polity, and mission; willingness to learn and adapt as needed.
- Strong written and verbal communication skills with the ability to tailor messages for various audiences.
- Excellent organizational skills, with the ability to manage multiple priorities and meet deadlines.
- Proficiency with office software, content management systems, social media platforms, website development, online meeting tools, and audiovisual and technology tools.
- Demonstrated ability to work collaboratively, maintain confidentiality, and approach work with flexibility and adaptability.
- Cultivator of environments of trust, transparency, and inclusion in all communications and interactions.
- Supporter of the mission and ministry of the Presbytery with prayerfulness, creativity, and adaptability.

The Presbytery of Middle Tennessee Proposed Job Description: Deans

Purpose

A **Dean** in the Presbytery of Middle Tennessee is a person hired to act as a resource and training specialist for a specific area of church life. As a ministry specialist, the role of Dean is an evolving one based on the needs of the presbytery. Deans will provide resources in specific areas of ministry and congregational life. This will allow all churches to have access to resources and expertise that they might not otherwise have. This will increase equity between the churches, regardless of size or location.

Proposal

The Vision and Leadership Team recommends that the presbytery hire up to four (4) Deans — they can be ordained or lay. They will work part-time (approx. 20 hrs/week) with their job description created by the Executive Presbyter in consultation with the Personnel Task Force.

Generally, there will be two (2) to four (4) Deans working within the presbytery at any one time, but this number will be determined by the Executive Presbyter in consultation with the Coordinating Committee and Finance Committee.

Each Dean will report directly to the Executive Presbyter who will oversee and manage the Dean program in consultation with the Coordinating Committee. The Executive Presbyter in consultation with the Coordinating Committee will determine what areas need to be served by a Dean. Such areas might include Christian education, technology, stewardship and finance, youth, arts, worship, music, missions, community involvement, etc. It will be up to the Executive Presbyter and Coordinating Committee to determine how Deans are to be allocated.

Each Dean will serve one (1) year terms which can be renewed. The program is intended to be flexible and responsive to the needs of the presbytery. For example, a Dean may be hired to focus on helping congregations develop more effective stewardship

campaigns. After two years, it may be determined that this Dean has completed their task and this particular deanship can be closed.

Essential Duties/Responsibilities:

- Provide guidance and expertise to pastors, church officers, church committees, church members, and volunteers.
- Provide staff support to a presbytery committee that most closely aligns with their expertise.
- Organize workshops, seminars, and training sessions for congregations and church leaders within their area of expertise.
- Attend stated meetings of the presbytery.
- Facilitate communication and collaboration among congregations and church leaders and encourage the sharing of ideas, resources, and best practices.

Essential Skills, Gifts and Experiences

- Possess a strong understanding of Reformed theology as well as a commitment to the mission and values of the Presbyterian Church (USA), including intentionally cultivating a culture of transparency, trust, and inclusion.
- Possess excellent communication, interpersonal, and organizational skills. The ability to work independently, manage multiple projects, and collaborate with diverse groups of people is crucial. Proficiency with using digital tools and platforms for communication and resource sharing is also expected.

Salary will be competitive and commensurate with experience.

Sample Job Description

Dean for Christian Education

Presbytery of Middle Tennessee is seeking a **part-time Dean of Christian Education** to support and enhance the educational ministries of its member churches. This individual will serve as a resource and specialist, helping congregations develop and implement effective Christian education programs for all ages.

Essential Duties/Responsibilities:

- **Consultation and Support:** Provide guidance and expertise to pastors, Christian education committees, and volunteers in developing curriculum, planning educational events, and addressing specific challenges.
- **Resource Curation:** Identify, evaluate, and recommend a variety of Christian education resources, including curricula, books, and digital tools, that align with Reformed theology and Presbyterian polity.
- **Training and Development:** Organize and lead workshops, seminars, and training sessions for Christian education leaders and teachers on topics such as effective teaching methods, child safety policies, and faith formation across different life stages.
- **Networking and Collaboration:** Facilitate communication and collaboration among Christian education leaders from different churches to share ideas, resources, and best practices.
- **Program Development:** Assist the Presbytery's **[insert appropriate committee or commission name here]** in developing and implementing presbytery-wide educational initiatives, such as youth retreats, leadership training programs, or adult education events.

Essential Skills, Gifts and Experiences:

- **Educational Background:** A bachelor's degree is required; a master's degree in Christian Education, Divinity, or a related field is highly preferred.
- **Experience:** A minimum of 3-5 years of experience in Christian education leadership, either as a director, pastor, or a key volunteer leader within a church or presbytery setting.

- **Theological Understanding:** A strong understanding of Reformed theology and a commitment to the mission and values of the Presbyterian Church (U.S.A.) is essential.
- **Skills:** Excellent communication, interpersonal, and organizational skills are essential. The ability to work independently, manage multiple projects, and collaborate with diverse groups of people is crucial. Proficiency in using digital tools and platforms for communication and resource sharing is also preferred.
- **Personal Attributes:** The ideal candidate will be a self-starter, a creative problem-solver, and a passionate advocate for lifelong faith formation.

Position Details:

- **Hours:** To be determined.
- **Reporting:** The Dean will report to the Presbytery's Executive Presbyter and work closely with the **[insert appropriate committee or commission name here]**.
- **Compensation:** Salary is competitive and commensurate with experience.

The Presbytery of Middle Tennessee Proposed Job Description: Shepherds

*Know well the condition of your flocks, and give attention to your herds.
Proverbs 27:23*

Purpose

A Shepherd is a vital link between a group of churches and the wider presbytery, fostering collaboration, communication, and a shared sense of mission using the Presbytery's current neighborhood structure. Shepherds facilitate collaboration between the churches in their assigned neighborhood and the presbytery. Shepherds work with the churches in their neighborhood to build relationship and trust between the churches, to help churches connect with one another in common ministries, such as mission, stewardship, and education, and to advocate for the churches in that neighborhood to the whole presbytery. Because the Shepherd's role is to develop a relationship and connection with each church in their neighborhood, each congregation will feel better supported and ultimately more united with the larger presbytery. This position requires a unique blend of spiritual maturity, relational skills, and a deep understanding of the churches they serve.

Background

For many years, the Presbytery of Middle Tennessee has grouped its member congregations into 4 geographic "neighborhoods." As stated in the presbytery's Mission and Operations Manual, "The presbytery will be divided into four neighborhoods to foster community and communication within the presbytery's geographic areas. These neighborhoods will be utilized by the various committees."

In reality, there has been little activity at the neighborhood level. Occasionally, there have been lunch meetings for neighborhood pastors, but these were organized by the Executive Presbyter and staff.

Given the number of churches in this presbytery, it is unreasonable to expect that the Executive Presbyter alone is able to regularly visit each congregation on a regular

basis, which has left the churches that are geographically distant from Nashville feeling out of touch with the presbytery and the other churches within the presbytery.

Proposal

The Vision and Leadership Team recommends that the presbytery hire four (4) part-time Shepherds (approx. 10-20 hrs/week, the final determination of which is up to the Executive Presbyter in consultation with the Coordinating Committee/Personnel Task Force) — one for each Neighborhood. The responsibility of these Shepherds is to nurture and strengthen the relationship between churches in their Neighborhood and the presbytery. This role involves active listening, building trust, and facilitating communication to ensure the needs, concerns, and successes of the churches are represented to the presbytery, and that the presbytery's resources and vision are effectively shared with the churches. The Shepherd acts as a connector and advocate, embodying the unity of the church. In addition to being compensated for their work, we recommend that each neighborhood be granted a \$1,000 per year stipend to be used at the discretion of the Shepherd for that neighborhood.

Essential Duties/Responsibilities

- Relationship Building
 - Develop and maintain strong, trusting relationships with pastors, elders, and key leaders in each assigned church. Regularly visit churches to build rapport, attend meetings and celebrations, and become familiar with their unique cultures, challenges, and ministries.
- Communication & Advocacy
 - Serve as the primary point of contact between churches and the presbytery. This includes sharing information, representing the churches' perspectives in presbytery meetings, and advocating for their needs. The Shepherd will also communicate presbytery decisions, initiatives, and resources to the churches in a clear and timely manner.
- Spiritual and Pastoral Support

- Provide spiritual and pastoral care to church leaders, offering encouragement, a listening ear, and support during times of difficulty.
- Facilitation of Resources
 - Help churches access and utilize the resources available through the presbytery, such as educational materials, training opportunities, and ministerial support. The Shepherd should be knowledgeable about these resources and proactive in connecting churches with them.
- Reporting
 - Regularly report to Executive Presbyter on the state of the churches in their neighborhood, including their health, challenges, and successes.

Essential Skills, Gifts and Experiences:

- A deep and abiding faith, with a strong commitment to the mission and values of the presbytery.
- Proven experience in a pastoral, leadership, or congregational role within a church setting.
- Exceptional interpersonal and communication skills, with the ability to build rapport and trust with diverse individuals and groups.
- Strong active listening skills and a non-judgmental approach.
- Demonstrated ability to handle sensitive information and difficult conversations with discretion and grace.
- Familiarity with the structure, polity, and mission of the presbytery.
- It is not required that a Shepherd reside within their Neighborhood.
- The Shepherd program, as well as the hiring and dismissal of Shepherds, will be managed and overseen by the Executive Presbyter.

Compensation is to be determined by the Executive Presbyter in coordination with the Coordinating Committee and Finance Committee.

The Presbytery of Middle Tennessee Proposed: Coordinating Committee

Recommendation

The Vision and Leadership Team recommends that the work of the Administrative Committee be transferred to a **Coordinating Committee**¹ for the purpose of better facilitating the sharing and coordinating of information among the presbytery's leadership and each committee and commission of the presbytery. In addition to conducting the regular business of the presbytery, all participants on this committee will share reports, updates, and feedback from their respective committees.

The responsibilities of the Coordinating Committee shall be the same as the former Administrative Committee; however, the membership of the Coordinating Committee shall consist of:

1. Moderator + Chairs of the following Committees/Commissions (or their designees):
 - Committee on Church Transformation
 - Commission on Ministry (COM)
 - Committee on Preparation for Ministry (CPM)
 - Finance Committee/Treasurer
 - Committee on Social Justice
 - Committee on Nominations
2. Executive Presbyter
3. Stated Clerk
4. Vice-moderator (will be Chair of the Coordinating Committee)

¹ If approved, this change will necessitate that The Missions and Operations Manual be updated

Additional Recommendation

Transformation through relationships, ministries and missions that produce the Fruits of the Spirit requires an underpinning of active connectivity and authentic communication. As a result of our discernment process, it became clear that we must first, as a starting point for revitalization within the Presbytery of Middle Tennessee, build out a better network to promote the connectivity and authentic communication that is required. Therefore, the fruit of our labors has centered on multiplying and better connecting the number of workers in the field to accomplish this essential first step.

Implementation is absolutely crucial to the vitality of this framework. We learned from the previous vision process that without implementation the work can become void, the opportunity of the Spirit denied, and the fruit dies on the vine.

We recognize that much still needs to be done to accomplish the revitalization that we all seek in order to continue to share the Good News of Christ with our brothers and sisters that have yet to be meaningfully introduced to our Savior. Therefore, it is the additional recommendation of the Vision and Leadership Team that a new Vision Team be created soon so that the work can be continued to take a deeper dive into discerning how to faithfully transform into active disciples and messengers by utilizing these connective communication channels.

Proposed Organizational Chart

THE PRESBYTERY OF MIDDLE TENNESSEE

VISION: Cultivating congregations to be Christ's agents of transformation through relationships, ministries, and missions that produce the fruits of the Spirit

EMPLOYEES POSITIONS:

- Full Time EXECUTIVE PRESBYTER (40 hrs/wk)
- Part-time STATED CLERK (20-30 hrs/wk)
- Full Time OPERATIONS AND COMMUNICATIONS COORDINATOR (40 hrs/wk)
- Up to four (4) Deans (approx. 20 hrs/week), flexible positions to be created on an as-needed basis with the area of focus of each Dean to be determined by the Executive Presbyter in cooperation with the Coordinating Committee
 - Sample possibilities are:
 - ✓ Conflict and Transitions
 - COMMISSION ON MINISTRY – AC's, Church Conflict, Liaison with Churches, Pastoral Transitions, Leadership development
 - ✓ Congregational Transformation – Focusing on strategies for large, rural and small churches – formation, expansion, and discipleship
 - COMMITTEE ON CHURCH TRANSFORMATION – to be expanded to a number commensurate with the projects to be undertaken
 - ✓ Christian Formation and Education
- Four (4) Shepherds (one for each neighborhood) (approx. 10-20 hrs/week), with a stipend available for each neighborhood to spend per year.

PERMANENT JUDICIAL COMMISSION

PERMANENT ADMINISTRATIVE COMMISSION

COORDINATING COMMITTEE (members)

(Moderator, Vice Moderator, Executive Presbyter, Stated Clerk + 1 member from each committee (Chairs or Chairs' designee – 10 members total)

COMMITTEES/COMMISSIONS²:

- COORDINATING COMMITTEE [CC] – Operations, Governance, Personnel, and Stewardship (Ad Hoc Appointing Group)
 - Personnel Task Force
- COMMISSION ON MINISTRY [COM] – Mediation, Pastoral Care, Review Team, Leadership development
 - Mediation Team
 - Pastoral Care Team
- COMMITTEE ON CHURCH TRANSFORMATION [CCT] (expand the membership significantly and partner with a Dean to oversee its projects – see above.)
- COMMITTEE ON PREPARATION FOR MINISTRY [CPM]
- COMMITTEE ON MISSIONS AND SOCIAL JUSTICE [CMSJ]
- FINANCE COMMITTEE [FC]
 - Investment Task Force
- COMMITTEE ON NOMINATIONS [CN]

² For each of the recommended staff and committee/commission changes that are approved, the Missions and Operations Manual should be revised on an as-needed basis to reflect the changes.