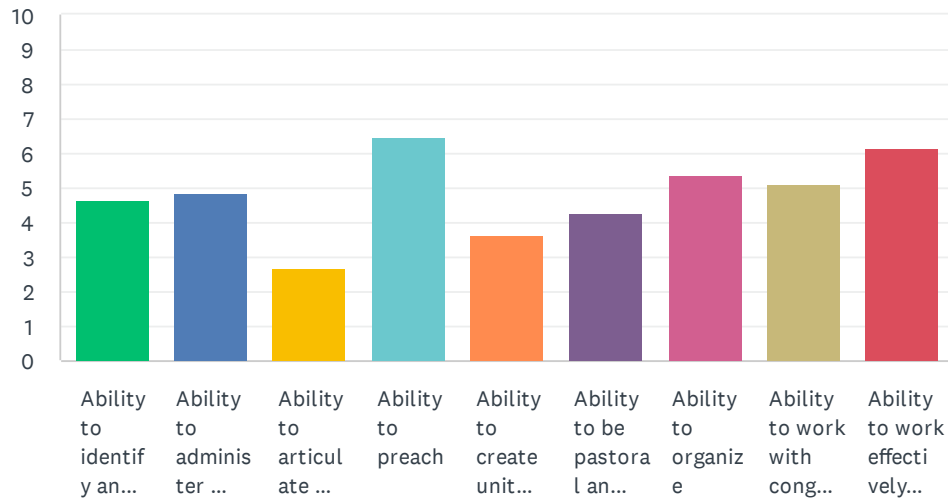


Q59 What are the CRITICAL ABILITIES our new Presbyter needs to possess in order to be effective in our Presbytery? You may consider many abilities to be important, but some are more important than others. Please RANK the abilities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc. NOTE: Personal qualities/characteristics will be addressed in the next section.

Answered: 280 Skipped: 123



## Landscape for Pittsburgh Presbytery

	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT	5TH MOST IMPORTANT	6TH MOST IMPORTANT	7TH MOST IMPORTANT	8TH MOST IMPORTANT
Ability to identify and develop new leaders	10.30% 24	16.74% 39	12.88% 30	10.73% 25	11.16% 26	10.73% 25	10.30% 24	
Ability to administer and insure fiscal responsibility	5.13% 12	13.25% 31	17.09% 40	14.10% 33	9.83% 23	13.25% 31	9.83% 23	
Ability to articulate a clear vision for the future	40.08% 103	21.01% 54	13.62% 35	8.56% 22	5.84% 15	2.33% 6	2.72% 7	
Ability to preach	5.68% 13	2.62% 6	5.24% 12	13.54% 31	7.86% 18	6.99% 16	11.35% 26	
Ability to create unity of purpose among diverse groups	19.44% 49	22.22% 56	16.27% 41	10.32% 26	7.54% 19	10.32% 26	5.56% 14	
Ability to be pastoral and approachable	12.08% 29	13.75% 33	14.58% 35	15.42% 37	13.75% 33	12.08% 29	9.58% 23	
Ability to organize	2.61% 6	6.09% 14	10.87% 25	11.74% 27	16.09% 37	20.00% 46	22.17% 51	
Ability to work with congregations of all sizes	9.02% 22	10.66% 26	9.02% 22	11.07% 27	13.52% 33	11.07% 27	15.57% 38	
Ability to work effectively within our regional culture	6.88% 17	5.67% 14	10.53% 26	4.05% 10	10.12% 25	9.31% 23	10.12% 25	

#	WHAT OTHER CRITICAL ABILITIES DO YOU BELIEVE ARE IMPORTANT FOR OUR NEW PRESBYTER?	DATE
1	To believe in the Word of God, that Jesus is the only way to eternal life.	12/22/2022 4:18 PM
2	We need someone who can lead with integrity.	12/21/2022 2:55 PM
3	Demonstrated ability to engage themselves and engage others in innovative, dynamic thinking (out of the box, creative)	12/20/2022 7:17 PM
4	Strategic thinking	12/20/2022 5:28 PM
5	to be future oriented in team building what will become our regional presence going forward, critical thinking/analysis skills about assets on hand - or simply capacities for amplifying conclusions of those who DO have strengths with such skills, and to be a genial persuader/influencer of DIVERSE stakeholders with priority for spaces that are growing/have younger generations/are experimenting in ministry	12/20/2022 12:46 PM
6	The ability to support and strengthen our non-white congregations.	12/20/2022 11:25 AM

## Landscape for Pittsburgh Presbytery

7	A willingness to hear and encourage others to hear all voices, including conservative voices and viewpoints. A recognition that small churches simply don't function or have the resources of bigger churches.	12/20/2022 9:19 AM
8	They must be able to engage conflict, balance a sense of vision with sound fiscal stewardship, good listener	12/19/2022 7:39 PM
9	Creativity, supportive of women and diversity,	12/19/2022 7:24 PM
10	Spiritual Discernment	12/19/2022 7:08 PM
11	Ability to articulate Presbyterian theology and explain PCUSA policies.	12/19/2022 6:13 PM
12	We need someone who can communicate well with younger generations of church leaders.	12/19/2022 4:51 PM
13	Ability to connect ecumenically with other Christian churches	12/19/2022 4:21 PM
14	A zeal for evangelism and outreach, desire for revival and discipleship to thrive in our region. A desire to pursue unity in faith.	12/19/2022 4:05 PM
15	Effective communicator, ability to create personal relationships beyond a small core of individuals, willingness to listen and respond, be a leader.	12/19/2022 10:44 AM
16	My most important observation about current Presbytery leadership is that there is an imbalance between the role of the staff and of the chosen leadership of Presbytery and Presbytery committees. Much more than in other presbyteries I am aware of, the staff seems to take the lead in and dominate the decision making process of the community. This strikes me as unhealthy and not quite fitting the nature of presbyterian government. I hope this process of self-reflection and calling new staff will have us look critically at these dynamics. I also believe there's a tendency to focus on procedures rather than discernment, on "getting things done" rather than on enticing communal reflection where God is leading us next. But a time like ours, in which the church will have to navigate such enormous cultural shifts, calls for deep spiritual leadership that invites congregations and presbytery to care less about institutional success and more about doing something that, frankly, Presbyterians are not good at: listening together to what God might be telling us and where God is leading us next.	12/17/2022 11:01 PM
17	To effectively and continuously communicate what the role of a Christian (1st) and Presbyterian (2nd) is in today's society.	12/17/2022 1:16 PM
18	A clear, demonstrable and vital faith in Jesus Christ.	12/16/2022 12:03 PM
19	Ability to relate to persons of varying theological perspectives.	12/16/2022 11:14 AM
20	Ability to articulate the vision and engage/excite pastors, members, and the community's representatives and people about the vision of the church - Presby and otherwise! That's not "preaching," it's engaging.	12/16/2022 10:29 AM
21	Respect for congregations who hold to biblical views of marriage and sexuality.	12/15/2022 10:35 PM
22	Be a man or woman of great faith, prayer and Biblical knowledge.	12/15/2022 9:53 PM
23	CROSS-CULTURAL (ETHNIC/RACIAL) COMPETENCE	12/15/2022 9:09 PM
24	Visibility	12/15/2022 7:13 PM
25	#1 is more than pastoral, the ability to build and elicit trust #2 is the ability to exhibit and develop a missionary mindset in the presbytery	12/15/2022 5:09 PM
26	Be a Theologian! Know and practice our Reformed Tradition!	12/15/2022 3:55 PM
27	With many on the conservative side leaving for other denominations over the last seven years, it has caused the remaining people on the conservative side to become a minority. In some ways, it has been a role reversal where the more liberal side had been more of a minority and is now more of a majority. I feel it will be important that the new Presbyter helps these remaining conservative churches pastors feel like they still have a place so they, too, don't leave from feeling ostracized.	12/15/2022 3:45 PM
28	knowledgeable of PCUSA polity and policies Conflict management skills	12/15/2022 3:37 PM
29	Strong Listening Skills, Balance, Careful Discernment Abilities.	12/15/2022 3:24 PM
30	Keep our presbytery together and be approachable.	12/15/2022 12:06 PM

## Landscape for Pittsburgh Presbytery

31	I believe our new leader needs to tap into the creativity and intelligence of our members to explore how our Presbytery and our congregations can be more faithful and effective at meeting the needs of God's people, to support Christ's work in underserved communities and to become known in our region as a force for positive change on behalf of those on the margins	12/15/2022 11:06 AM
32	communication	12/14/2022 5:27 PM
33	Organizational skills and vision	12/14/2022 12:58 PM
34	Ability to not be influenced by political and social issues.	12/13/2022 8:01 PM
35	I have no idea but i would think that these things would be in a job description.	12/13/2022 3:47 PM
36	Return to Reformed Biblical beliefs and practices.	12/13/2022 1:35 PM
37	Must effectively communicate fairness but in light of reformed theology and our unique polity when requires saying "no" to ideas that do not put God and His promises first	12/13/2022 11:08 AM
38	Sealed in the Spirit	12/13/2022 9:36 AM
39	Theological aptitude	12/12/2022 8:51 PM
40	To only ordain pastors that are 100 percent Biblically correct. Political correctness has infiltrated the church. The scriptures are our guidelines and Jesus is the ONLY way to heaven. We must follow the scriptures only.	12/12/2022 7:00 PM
41	Conflict mediation that is gracious and yet which results in clearly communicated expectations or resolutions.	12/11/2022 2:38 PM
42	Communication with individual congregations and communicate with these congregations.	12/10/2022 6:15 PM
43	A person of prayer who is blessed with a close walk with the Lord Jesus Christ and able to draw deeply upon His virtues in the midst of stress.	12/9/2022 3:13 PM
44	Must be able to communicate effectively with all individuals regardless of socioeconomic, cultural, or ecumenical background.	12/9/2022 9:12 AM
45	Ability to engage conflict and difficult conversations clearly and directly! Ability to facilitate/convene creative and healthy conversations in community.	12/8/2022 5:38 PM
46	to experiment, to risk, to try new things, to check in on each minister and congregation, to effectively identify a new vision for the purpose of our work together as a presbytery, to not be hesitant to expand and deepen our opportunities at presbytery meetings	12/8/2022 2:31 PM
47	Ability to balance listening well and leading decisively	12/6/2022 4:12 PM
48	transparency	12/6/2022 10:39 AM
49	Ability to inspire others to step out into the unfamiliar territory when God calls	12/5/2022 10:00 PM
50	Ability to envision the church 10 years ahead In particular help congregations merge	12/5/2022 3:49 PM
51	The ability to attract young members to join the church and be active members.	12/5/2022 9:58 AM
52	Leadership under pressure	12/4/2022 9:44 PM
53	Promoting Diversity and inclusion	12/2/2022 5:09 PM
54	Knowledge of denominational and other resources.	12/2/2022 4:09 PM
55	In years past, I appreciated Jim Mead's ability to lead from a strong theological perspective in a humble accessible style. I would love to see that return to Pgh. Pres.	12/2/2022 12:58 PM
56	Leadership!!! We've been missing baseline leadership. We do not need more politics masquerading as theology in email form.	12/2/2022 12:42 PM
57	We need someone who gets into the trenches of the local church. To that end, this position should require a minimum of preaching in presbytery pulpits 3 of 4 Sundays a month.	12/2/2022 12:33 PM
58	Future-thinking, collaborative, plays well with others, balcony-view, synthesis	12/1/2022 8:16 PM

## Landscape for Pittsburgh Presbytery

59	Willingness to try new things for the right reasons	12/1/2022 8:03 PM
60	Conflict Resolution, Diversity Training	12/1/2022 3:14 PM
61	I have noticed that conflict in our presbytery seems to be addressed in veiled terms as opposed to being handled directly and in a way that honors our Lord. Newsletter articles are not conflict resolution - if anything they inflame the tensions among us, as readers are left feeling like the bully pulpit is employed on a weekly basis. My strong conviction is that our new Presbyter needs to have the ability to handle conflict directly. Second, I believe our new presbyter needs to be able to consistently articulate a clear conviction concerning the Gospel. By this I mean that the articulation of faith does not change depending upon who is in the room. Rather, this individual needs to be able to stand by his/her convictions.	12/1/2022 11:33 AM
62	All of the above abilities are important. Just because I put Ability to Organize next to last doesn't mean that I want the person not to be organized. I would also add that the person needs to be a good listener, and then be able to take what he/she hears and discern how to connect what is heard to the new vision for the Presbytery.	12/1/2022 11:10 AM
63	Ability to confront and resolve conflict; Ability to understand and articulate orthodox biblical and theological convictions as expressed through Scripture and the Book of Confessions; Ability to live and lead with grace and truth in the midst of a culture wherein those values are a rarity; Ability to address political perspectives in a biblically balanced, nuanced way...	12/1/2022 11:08 AM
64	The Executive Presbyter must understand how to handle conflict properly and not be conflict avoidant.	11/30/2022 6:33 PM
65	The person has to be willing to leave their writing desk i.e. they have to be willing to engage people.	11/30/2022 3:36 PM
66	Ability to allow minority conservative viewpoints to be heard and carry weight.	11/30/2022 3:31 PM
67	The ability to take a stand on difficult topics, rather than smooth things over. A passion for interfaith and ecumenical relationships. A passion for mission in the community. An openness to something different from the past.	11/30/2022 12:59 PM
68	With the dramatic decline in the denomination, and the even more dramatic decline coming, understanding the need to help churches revitalize is crucial. We can start all sorts of new churches, but without turning around existing ones by training pastors and churches to do so, the presbytery will be severely diminished in 10 years.	11/30/2022 12:44 PM
69	Ability to support both conservative and liberal viewpoints on issues.	11/30/2022 10:47 AM
70	Ability to not only articulate a vision for the future, but also work towards that vision in tangible, persistent ways.	11/30/2022 9:26 AM
71	Skilled communicator. Evidence of Spiritual Fruit.	11/30/2022 8:55 AM
72	Ability to lead the presbytery in spiritual discernment	11/30/2022 8:53 AM
73	to discern God's will for the people of the presbytery	11/30/2022 8:15 AM
74	Preaching Unites and inspires, which would be 4th. Experience pulling diverse efforts/gifts/passions into a United vision.	11/30/2022 1:11 AM
75	Ability to understand and to be flexible in discerning the changing climate in ministry.	11/29/2022 10:33 PM
76	Work collaboratively. Have the courage to speak a word of correction to any Presbytery leader when they behave in ways that damage presbytery credibility and witness. (Comment edited)	11/29/2022 9:32 PM
77	A leader who is clear about vision for the future of this Presbytery. He/She needs to listen to the Clergy and leaders. He/She needs to equip the church for the future in a time when churches are struggling by inspiring the congregations to reach out to the community and engage in transforming relationships.	11/29/2022 8:01 PM
78	The abilities to listen and serve - with a whole heartedness.	11/29/2022 6:09 PM
79	Ability to actually handle conflict is most important and I'm stunned it isn't on this list	11/29/2022 4:51 PM
80	Ability to institute change at a tolerable pace	11/29/2022 3:14 PM
81	Willingness to deal with conflict in a straightforward manner; to address it head-on and refuse	11/29/2022 3:07 PM

## Landscape for Pittsburgh Presbytery

to throw people under the bus.

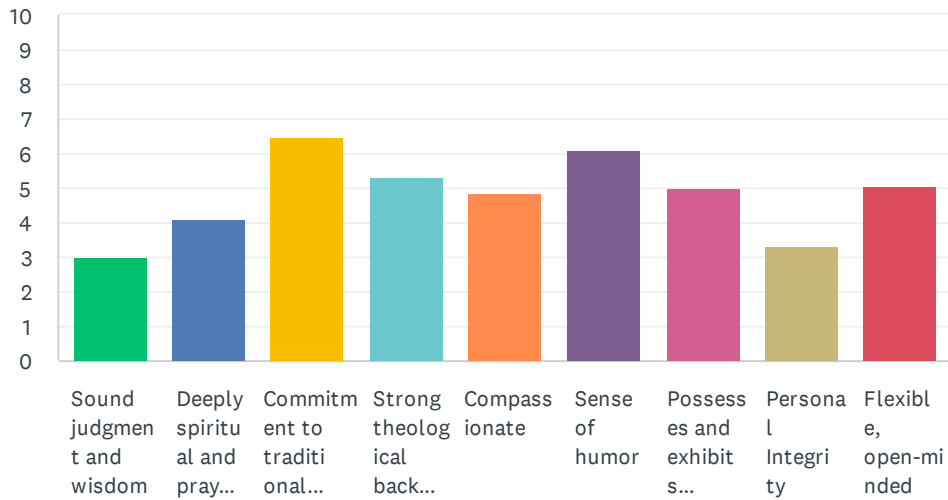
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82	Curiosity, playfulness, sense of humor.	11/29/2022 2:50 PM
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Q60 What are the PERSONAL QUALITIES our new Presbyterian needs to possess in order to be effective in our Presbytery? You may consider many qualities to be important, but some are more important than others. Please RANK the qualities in the list below. Because you are RANKING these items, you can only have one "1st", one "2nd", etc.

Answered: 285 Skipped: 118



## Landscape for Pittsburgh Presbytery

	MOST IMPORTANT	2ND MOST IMPORTANT	3RD MOST IMPORTANT	4TH MOST IMPORTANT	5TH MOST IMPORTANT	6TH MOST IMPORTANT	7TH MOST IMPORTANT	8TH MOST IMPORTANT
Sound judgment and wisdom	29.55% 78	19.32% 51	19.32% 51	10.61% 28	7.95% 21	6.44% 17	2.27% 6	
Deeply spiritual and prayerful	17.86% 45	14.68% 37	14.29% 36	13.49% 34	10.71% 27	6.75% 17	7.94% 20	
Commitment to traditional Creeds of the Christian Church	5.88% 14	5.88% 14	6.30% 15	5.88% 14	7.14% 17	10.08% 24	10.92% 26	
Strong theological background	7.41% 18	8.64% 21	11.93% 29	10.70% 26	9.88% 24	13.99% 34	15.23% 37	
Compassionate	6.30% 15	8.40% 20	8.40% 20	18.91% 45	18.49% 44	16.81% 40	15.13% 36	
Sense of humor	2.13% 5	7.23% 17	9.79% 23	9.36% 22	11.06% 26	12.34% 29	10.64% 25	
Possesses and exhibits humility	4.27% 10	9.83% 23	14.10% 33	12.39% 29	14.53% 34	16.67% 39	16.67% 39	
Personal Integrity	25.29% 65	22.18% 57	15.56% 40	11.67% 30	6.61% 17	5.45% 14	5.45% 14	
Flexible, open-minded	12.75% 32	15.14% 38	9.56% 24	5.58% 14	11.16% 28	8.37% 21	9.96% 25	

#	WHAT OTHER PERSONAL QUALITIES DO YOU BELIEVE ARE IMPORTANT FOR OUR NEW PRESBYTER?	DATE
1	We need a leader who tells the truth in love plainly, as opposed to someone who morphs to fit the moment. Sorry. That's just been my intuition.	12/21/2022 2:55 PM
2	Comfort or willingness to be in discomfort/uncomfortableness; ability to speak/resonate with marginalized people & communities	12/20/2022 7:17 PM
3	Pragmatism	12/20/2022 5:28 PM
4	that their inner life is in order, that everything else of ministry is an outflow of shalom in connection with God, self, others, care of all creation (clearly aspirational, we're all struggling humans...); no skills, apart from such a foundation, are sufficient to draw God's people into our call of beloved community	12/20/2022 12:46 PM
5	The ability to have a strong vision for the future of the Presbytery and the ability to bring the congregations together under the Presbytery.	12/20/2022 11:25 AM
6	Continue to see the importance and supports our small congregations. I feel we have let too many small congregation close their doors.	12/20/2022 10:57 AM
7	Commitment to Justice for all humanity local and international	12/20/2022 10:46 AM
8	A willingness to hear and encourage others to hear all voices, including conservative voices.	12/20/2022 9:19 AM
9	One who puts the LORD first. Someone who knows how to pray in all situations, trusting the Lord in all things.	12/19/2022 8:22 PM
10	Honesty, comfort with, commitment to & ability to engage diversity, equitable, authentic	12/19/2022 7:39 PM
11	Is a people person and likes being among the people	12/19/2022 7:24 PM
12	approachable	12/19/2022 7:08 PM



## Landscape for Pittsburgh Presbytery

13	Above all, that we indeed love one another as Christ loves us.	12/17/2022 7:36 AM
14	passionate and joyful about the good news of God's love in Jesus Christ.	12/16/2022 11:14 AM
15	Winsomeness. Engaging, so that judgment/wisdom can permit/encourage creative ideas from throughout the community.	12/16/2022 10:29 AM
16	Trustworthiness Genuine love	12/15/2022 5:09 PM
17	Pastoral over Administrative	12/15/2022 3:55 PM
18	Strong Listening Skills, Balance, Careful Discernment Abilities.	12/15/2022 3:24 PM
19	Experience in researching social trends regarding the impact of the culture upon Christian faith formation and a clear sense of response to the data.	12/15/2022 2:34 PM
20	Smart, humble and humor.	12/15/2022 12:06 PM
21	Statistically, we're in a time of decline, and we certainly can't be all things to all people. I believe we need a leader with optimism, energy, openness to new ideas, and a willingness to focus us on the most productive places to invest our energy, intelligence, imagination and love.	12/15/2022 11:06 AM
22	Ability to listen and offer ideas for solutions	12/14/2022 12:58 PM
23	Strong leadership qualities	12/13/2022 8:01 PM
24	Boldness to uphold the Word of God and not bend to cultural demands.	12/13/2022 4:24 PM
25	This is workable. He should be a committed believer and disciple maker. Possess the fruit of the Spirit and rely on whole on Him for guidance and be wisdom	12/13/2022 3:47 PM
26	All of these traits are good but we need someone who leads and isn't trying to be our buddy or gain consensus.	12/13/2022 11:08 AM
27	Collaborative	12/12/2022 8:51 PM
28	Racially aware and committed to racial justice that is rooted in a well-articulated theological foundation.	12/11/2022 2:38 PM
29	Strong Christology, understanding of tradition, commitment to allowing God to use them as an instrument to do a new thing; hopefully reaching those yet unreached by the Gospel of Jesus Christ.	12/9/2022 9:12 AM
30	Curiosity and ability to listen and learn from others within and beyond the church.	12/8/2022 5:38 PM
31	to feel that part of their sense of call is to actively reach out, care for, and place front and center in our minds as a presbytery all justice issues -- especially but not limited to gender and ability issues, lgbtqia+ concerns, and of course racism in our congregations and presbytery this is a personal quality-- because their motivation should come from within, and not as part of a duty in this role alone.	12/8/2022 2:31 PM
32	A compassionate, caring and someone who is willing to step out of the traditional way of doing things	12/8/2022 2:10 PM
33	Confidence, collegiality, non-anxious	12/6/2022 4:12 PM
34	Good writing skills for communicating to the congregations, clergy and staff.	12/5/2022 10:00 PM
35	Ability to bring change versus just studying and discussing possible change.	12/5/2022 3:49 PM
36	Promoting diversity and inclusion	12/2/2022 5:09 PM
37	Hopefulness	12/2/2022 4:09 PM
38	Hopefulness	12/2/2022 12:42 PM
39	We need a leader who engages people of all theological perspectives, not simply those touting catch phrases of the current cultural conversation.	12/1/2022 11:03 PM
40	Strong abilities to adapt and think outside of the box.	12/1/2022 9:41 PM
41	timely, dispassionate, passionate, differentiated, conflict-capable	12/1/2022 8:16 PM

## Landscape for Pittsburgh Presbytery

42	Creativity and optimism We cannot evolve and change for good if we do not believe we can (or know why we should)	12/1/2022 8:03 PM
43	Our presbyter needs to have a high level of personal faith and the courage to act. We need someone who clearly understands that Christian faith and American culture are two different things i.e. woke agenda takes a backseat to the inherited faith of the saints.	12/1/2022 11:33 AM
44	I believe an extroverted personality is needed. It was a mistake made some years ago to hire an introvert for such a public position.	12/1/2022 11:13 AM
45	Again...all of these are important and the leader needs to possess each of these qualities. I put strong theological background next to last, but it's not that it's not important. I would suggest the person needs to demonstrate the qualities of a good listener and then respond in a way that demonstrates that he/she heard the issue before determining what needs to be done.	12/1/2022 11:10 AM
46	Strong commitment to obey Scripture.	12/1/2022 11:08 AM
47	Faith in Christ the Son of God	12/1/2022 10:37 AM
48	The new Presbyter has to live a life of integrity and hear/ listen to the views of others with whom he/she may or may not agree.	11/30/2022 6:33 PM
49	This individual must have a willingness to handle conflict directly. In fact, I am surprised that conflict resolution is not included above. I also believe that honesty (personal integrity above) is super important. It appears to me that this issue has plagued us for the past decade.	11/30/2022 3:36 PM
50	Care for each pastor in the presbytery. Being a woman.	11/30/2022 12:59 PM
51	Willingness to put aside personal perspectives to ensure the majority of congregations being served are heard and understood	11/30/2022 10:47 AM
52	Ability to be a non-anxious presence	11/30/2022 9:26 AM
53	N/a	11/30/2022 8:55 AM
54	Be very inclusive of people and beliefs. Engaging- easy to talk with and discuss ideas with.	11/30/2022 1:11 AM
55	cultural proficiency; cultural humility; understanding of racism and white supremacy as they operate in our presbytery, churches, & region.	11/29/2022 9:32 PM
56	The new Pastor of the Presbytery will have many challenges - this is not an easy time for the PCUSA. This leader needs to be strong in their conviction that the work of God in Pittsburgh and the world is important for the future. He/She needs to be creative about how the presence of a PCUSA church in a particular community will make a difference. He/She needs to be strategic about resources - there are many communities with several small PCUSA churches who are struggling. A time of visioning about the future with key leaders can make a difference. For example, Grandview PC on Mt Washington could have been a strategic location for weddings, spiritual retreats, conferences... but the building was neglected and now the church family cannot worship there. The new Pastor for the Presbytery needs to gather a group of people to discuss, what is the vision for the future of the church in Pittsburgh?	11/29/2022 8:01 PM
57	All of the above are most important for a good leader for Pittsburgh Presbytery.	11/29/2022 3:32 PM
58	approachable and transparent	11/29/2022 3:07 PM