

**Presbytery of Baltimore Commission on Ministry**  
**Position Description**  
**Interim Pastor**

**Govans Presbyterian Church**, in consultation with the Presbytery of Baltimore's Commission on Ministry (COM), seeks an Interim Pastor for a one-year commitment. The position is FULL TIME at 40 hours per week. This is a non-installed position.

Govans Presbyterian Church is a theologically progressive community empowering people to make the world better. We empower people to make the world better by encouraging each person to develop and nurture a relationship with God as they understand God. God is the source of our life, joy, healing, wholeness, ability to overcome obstacles and make a positive difference in the world. We provide the means for each person to grow in their relationship with God, by inviting and welcoming all people to worship, learn, serve, and care for one another.

As a Christian community, we embrace values and virtues demonstrated in the life and teaching of Jesus and throughout the Bible, including:

- Selfless love as demonstrated by Jesus throughout his ministry and death on the cross.
- Relational ministry that prioritizes listening and building relationships.
- Healing and restoration of God's creation.
- Liberation for all people held in bondage whether by personal or social powers.
- Equality and equal opportunity for all people to enjoy the abundance of God's creation.

The Interim Pastor position has two over-arching purposes: first, to ensure that the church has essential pastoral leadership for the term of the contract; and second, to guide the congregation as we seek to discern God's call to future mission and to determine the style of pastoral leadership that will allow us to fulfill that mission.

The Interim Pastor serves under contract with the session. The contract will be reviewed annually by COM and renewed in intervals of no longer than 12 months. The overall term is one year, with the possibility of renewal at the end of the term.

Several factors are inherent in this model of ministry.

- There is no assumption at the outset as to what the future pastoral leadership model will be, as discernment and openness to the leading of the Spirit is at the heart of this role and this work. Potential models are described in the attached document, Pastoral Leadership Models. This document is intended to be a starting point for imagining different options and prompting conversation on creative possibilities.
- The presbytery will identify financial and professional resources to support the discernment work of the congregation, as the session and COM determine necessary.

- COM will regularly assess progress on determining the congregation's mission direction and identifying the appropriate leadership style

### **Position Purpose**

The Interim Pastor is responsible for providing spiritual leadership and administrative oversight of the church's ministries, including worship, music, preaching, teaching, mission service, stewardship, and fellowship. The Interim Pastor will provide dynamic and meaningful biblically based preaching and teaching ministry. The Interim Pastor will be responsible for moderating the Session and will work with the Session, and Church Staff to provide opportunities for members to engage in worship, discipleship, and mission. The Interim Pastor will provide counsel and leadership to help the Church continue to grow spiritually and in service.

The Interim Pastor will promote Leadership Development within the congregation to enable our members to be actively involved in the direction and vision of the church. This will be accomplished by training elders, volunteers, and prospective members and providing for an atmosphere of delegation of authority and congregational communication. The Interim Pastor will support the congregation in identifying its mission and will help prepare the congregation for new pastoral leadership.

### **Interim Pastor Responsibilities**

Regarding pastoral leadership the Interim Pastor shall:

1. Plan and moderate Session and congregational meetings.
2. Serve as the primary preacher and coordinator of worship.
  - Plan, lead, and preach in Sunday worship and other services as appropriate.
3. Provide for pastoral care in the congregation
4. Work with Session and Committees to assist them in carrying out their assigned work.
5. Function as the Head of Staff
6. Exercise general oversight of church facilities through the Session.
7. Represent the congregation/church in the community.
8. Perform other administrative duties as assigned.
9. Other functions deemed important within the congregation shall be negotiated by the Session with the Interim Pastor

Regarding the work of guiding the congregation toward discernment and decisions about their future, the Interim Pastor shall provide leadership to:

1. Assess the current sense and state of congregational mission and the development of goals and expectations for future ministry
2. Discern the most appropriate form of long-term pastoral leadership

3. Develop a realistic assessment of congregational assets to support both mission goals and pastoral leadership, including (but not limited to) the following: the church's physical plant (condition, usefulness, maintenance requirements, etc.); financial resources; and current membership qualities and growth possibilities
4. Coordinate with COM for additional support of congregational discernment, including but not limited to Presbytery staff and commissions, coaches, and consultants to work with the pastor, session, and congregation

### **Desired Qualifications**

1. Minister of Word and Sacrament in the Presbyterian Church (USA) or a denomination with whom the PCUSA is in full communion.
2. Effective training and experience in interim ministry.
3. Effective interpersonal and communication skills with the flexibility to relate to parishioners from a wide range of ages and with differing needs, views, and desires.
4. Experience in the use of video conferencing technology (i.e. Zoom) to deliver sermons and conduct committee meetings.

### **Terms of Call**

1. One-year contract, with the possibility of renewal at the end of the term
2. A salary package commensurate with experience and presbytery guidelines

### **Commission on Ministry Responsibilities**

1. Annually review the congregation's pastoral relationship with the Interim Pastor
2. Renew the contract in intervals of no longer than 12 months
3. Identify additional financial and professional resources to support the discernment work of the congregation
4. At least every six months, meet with the Interim Pastor and congregational leadership to assess progress on the discernment work
5. Support the congregation in implementing the mission and leadership goals identified in the discernment work