

FIRST PRESBYTERIAN CHURCH of GREENWICH
INTERIM MINISTER JOB DESCRIPTION

Position Summary

Founded on Easter Sunday in 1881, the First Presbyterian Church of Greenwich's (FPCG) mission is to nurture and empower people in all stages of life to be Christ's disciples and to actively serve those in need. Our membership is multi-generational, economically diverse, and known in the community for its commitment to mission and outreach, children and youth programs, and intellectual worship. FPCG is a welcoming community of over 700 active members who are now seeking a transitional leader who can steer FPCG through a challenging period of healing and growth before a new Head of Staff is called.

FPCG is a vibrant, close-knit community of inclusive, energized worshippers. Since 2019 we have been led by one interim, a senior pastor, and more recently a bridge pastor following the resignation of our senior co-pastors. This five-year period without consistent leadership has led to internal strife, confusion, and families leaving our church. The congregation retains a sizable, solid foundation of members who believe that we can and will heal, but also know we need a strong leader to guide us through the process. It is our goal to find an interim minister with outstanding preaching skills, organizational agility, excellent leadership abilities for guiding both paid and volunteer leaders, engaging pastoral presence, and an open-door, transparent approach to all issues.

The Interim Pastor will be accountable to the Session of FPCG as well as the Commission on Ministry of the Presbytery of Southern New England. This is a minimum two-year position with a proposed start date of Fall 2023.

Roles & Responsibilities

- Serve as Head of Staff; leading church staff and nurturing their development.
- Work with the Associate Pastor, Worship Committee, Session, music and program leaders to plan and collaboratively lead worship services.
- Lead worship, preach, teach, and administer the sacraments in a manner that encourages the spiritual growth of a congregation in which members have a diverse range of theological perspectives and viewpoints.
- Serve as Moderator of the Session. Assist a dedicated Session in a shared leadership culture to support adult education and other existing programs (please refer to www.FPCG.org).
- Provide pastoral care in conjunction with the Associate Pastor, Deacons, and volunteers.
- Engage and lead the congregation through an action plan developed from the Transitional Facilitation Analysis of Spring 2023 (available upon request).
- Distill the continuing vision for ministry and outreach of FPCG to the local and global community.
- Work with Finance and Stewardship Committees to enhance the fiscal health of FPCG.
- Collaborate with the Membership Committee to promote membership growth and satisfaction, including interacting with existing and new members, and visitors.
- Actively engage with the Presbytery of Southern New England throughout the interim term.

Essential Qualities

- A person who demonstrates faith in Jesus Christ and the love of God.
- An inspiring preacher who energizes and challenges listeners to live out their faith.

- One with knowledge of the process of transitional ministry who can challenge the congregation to move forward with motivational worship, attentive listening, and positive organizational development.
- An experienced leader and team player with a management style that is collaborative, emotionally mature, compassionate, and respectful of others and their viewpoints.
- A true problem solver with demonstrated skills in conflict resolution.
- An empathetic listener with a welcoming and caring presence. A personality that can move into new situations and adapt quickly, relating to the congregation on an interim basis.

Session Goals for Interim Minister

- Work with the congregation and Session to address the negative feelings caused by the previous co-pastors' conduct and subsequent departure.
- Help prepare for a newly installed pastor as part of the transitional ministry.
- Lead the congregation to implement the action plan developed by the Transitional Facilitation analysis (available upon request).
- Partner with Session, Deacons, and leadership for consistent communication to the congregation.
- Heal the divisions within our church.

Qualifications

An ordained PCUSA minister in good standing, with Interim Ministry experience. Has completed PCUSA Interim Training 1 and 2 with a history of demonstrated skills and experience in effective leadership at a large church during periods of transition. This position will require an even broader range of talents than a traditional interim in light of FPCG's unique current circumstances and desired future.

Compensation & Benefits

This is a full-time professional position, with benefits from the PCUSA Board of Pensions. Compensation will be commensurate with the candidate's background, experience, and credentials. Further details concerning employment are outlined in the FPCG Personnel Manual.

Logistics

Resumes will be accepted through October 15, 2023.

Please send resumes to nominating@fpcg.org

The interim pastor may not apply for the installed pastor at the end of the term.

The Session of First Presbyterian Church Greenwich complies with the statement of employment practices as outlined in The Form of Government of the Presbyterian Church U.S.A. *"The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is, therefore, no place in the life of the Church for discrimination against any person."* PCUSA Book of Order (F-1.0403)