First Presbyterian Church of Stamford (a/k/a “FPC” or “The Fish Church”) founded in 1854 is a PC (USA) congregation of nearly four hundred members. We stand at the edge of downtown Stamford, a dynamic, diverse and growing city of 135,000. Our financial picture is stable with an annual budget of approximately $1.5 million. FPC's longstanding nonprofit 501(c)3 foundation, Highland Green Foundation, is actively leading efforts in ongoing building preservation, education, music, and the arts.

If you were to join us on a Sunday morning, you would find a diverse congregation of members who are trying to make a difference for Jesus in this time and place. We have come from East and West and from North and South, including England, Scotland, India, China, Madagascar, Guyana, Brazil, Ghana, Singapore, the Philippines, and more. We sing with gusto. We laugh a lot. And we enjoy a good meal and time in fellowship!

We understand faith to be a journey rather than a destination, a relationship rather than a commodity. Our own experience has taught us that following Jesus is no easy thing, but it is far easier (and more fun) when we attempt it as part of a community rather than all on our own. We are known for the architecture of our sanctuary and worship in the “belly of the fish.” But we also have a long heritage of commitment to outreach, mission, and interfaith cooperation. Individually and corporately, we engage in a broad range of activities of compassion and social justice, seeking to rebuild creation.

We don’t always agree on issues, but we work hard at respecting each other—even, and especially, when we disagree. We honor the truth that “God so loved the world” and so we strive to be an inclusive, open and welcoming congregation for “the world”—all its races, genders, sexual orientations, ages, nationalities and ethnicities, economic situations and abilities.

**Description of the Bridge Pastor:**

2024 is a time of challenge and opportunity and begins a period of transformation during which we will seek to fill the vacancy of a retiring pastor who has served and nurtured the congregation for 44 years. While we are in the process of searching for a Transitional Pastor, we need a Bridge Pastor who will work closely with Session to provide spiritual leadership, pastoral care, administrative oversight, and organizational direction to the congregation as it seeks to "know and share God's grace in Jesus Christ.”

We are looking for a Bridge Pastor:

* who is a spiritual leader;
* who is a listener, a good communicator, and someone to continue to love and shepherd us as a congregation;
* who is a compassionate, welcoming and exceptional preacher and teacher to reach across generations and make a connection to provide nourishment for our souls both young and young at heart; and
* who will visit the sick and infirm and will provide spiritual and personal counsel and support to them and all who seek such guidance.

Overall, we are looking for a visible, caring pastor, and spiritual counselor, willing to minister to a diverse congregation seeking expression of faith, comfort in troubles and spiritual growth. A pastor responsible for helping members know, love and support one another, thereby supporting and creating an environment of trust, caring, fellowship and inclusiveness.

**Bridge Pastor / Head of Staff Job Summary:**

Word and Sacrament

* To prepare and deliver dynamic, engaging and well-planned sermons, in coordination with the Associate Pastor and guest speakers
* To plan and lead the various worship services of the church, in conjunction with the Associate Pastor, Minister of Music and Worshipping Congregation Mission Team.
* To rightly administer the sacraments of baptism and the Lord's Supper.

Pastoral Care

* To provide pastoral care, along with the Associate Pastor and the Deacons, including home, hospital and nursing home visitation.
* To provide short-term pastoral counseling for families and individuals of the church, and to refer people to professional counselors when appropriate.
* To coordinate weddings, funerals and memorial services.

Teaching

* To be a theologian in residence.

Leadership and Administration

* To serve as Moderator of the Session
* To help create a church culture that increasingly embodies Christ’s example of servant leadership to all congregational leaders and congregation as a whole.
* To support, encourage and strengthen existing church programs.
* To be available for consultation with all Session Mission Teams and the Deacons
* To serve as the primary staff resource person for the following committees: Personnel, Nominating, Stewardship, Gifts and Memorials, EFAC, Maguire Fund, Learning Community
* To serve as Head of Staff of the church with all the authority implied, leading, directing and supervising the other church staff, in consultation with the Session and its Personnel Committee.
* To serve as the church’s primary spokesperson to the community and to serve actively and visibly in ecumenical and interfaith relationships in the community, while encouraging the staff and congregation to do the same.
* To represent the church at Presbytery, Synod and General Assembly, as appropriate.
* To encourage the partnership of FPC with the mission and ministry of the PC (USA) and the Presbytery of Southern New England.

Accountability, Salary and Benefits

* The Bridge Pastor/Head of Staff is accountable to the Presbytery of Southern New England and to the congregation and Session through the Personnel Committee.
* This is a full-time position with a flexible schedule based on the needs of the church, congregation and staff. Unless otherwise approved by the Personnel Committee, the Bridge Pastor is expected to be on-site at least five days per week, including Sunday.
* Salary will be based on experience and equal to an amount up to $7,338.50 per month, which is equal to one-twelfth of the current budgeted pastor base salary under the 2024 Terms of Call
* Moving fees up to $1000
* Pro-rated reimbursable as indicated in the current budget:

Professional Expenses

* The term of the Employment Agreement will be 4 months and may be extended by mutual agreement on the same terms or on such other terms as may be negotiated and approved. Employment may be terminated with 30 days written notice by First Presbyterian Church or by the Bridge Pastor. Changes to the Employment Agreement will be reviewed and negotiated by the Personnel Committee and recommended to the Session.
* All terms of the Employment Agreement will comply with the Presbytery of Southern New England Pastoral Compensation policies.