

First Presbyterian Church of Stamford (aka FPC or “The Fish Church”) is a PC (USA) congregation of nearly 400 members founded in 1854. We stand at the edge of downtown Stamford, a dynamic, diverse, growing city of 135,000. Our financial picture is stable with an annual budget of ~\$1.5 million. FPC's longstanding nonprofit 501(c)3 foundation, Highland Green, 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 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 are involved 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.

Key Responsibilities of the Transitional Pastor:

2024 sees us in a time of challenges and opportunities. We are saying goodbye to a pastor who was with the congregation for 44 years. The Transitional Pastor will play a pivotal role in providing spiritual leadership, pastoral care, and strategic guidance to First Presbyterian Church during this period of change. Working closely with Session and the congregation, the Transitional Pastor will facilitate the discernment process, nurture spiritual growth, and help guide the congregation in identifying its unique mission and vision for the future. This is a three-year commitment, including:

- Vision Development: Lead and facilitate the congregation in developing a clear and compelling vision for its future, rooted in shared values and mission.
- Help the congregation move through the stages of taking stock in and integrating past ministry of the congregation and its pastors.
- Focus upon what needs to change or be updated to fulfill the congregation's vision.
- Educate the congregation in ways that will accomplish the specific goals set for the interim period.
- Prepare the congregation and staff for their next installed pastor.

Transitional Pastor / Head of Staff Job Summary:

Word and Sacrament

- Prepare and deliver dynamic, engaging and well-planned sermons.

- Plan and lead the various worship services of the church, in conjunction with the Associate Pastor, Minister of Music and Worshiping Congregation Mission Team.
- Rightly administer the sacraments of baptism and the Lord's Supper.

Pastoral Care

- Provide pastoral care along with the Associate Pastor and the Deacons.
- Coordinate weddings, funerals and memorial services.

Leadership and Administration

- Serve as Moderator of the Session.
- 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.
- Help create a church culture that increasingly embodies Christ's example of leadership in service to the congregation and its leaders.
- Support, encourage and strengthen existing church programs.
- Provide guidance and ideas for the enhancement or creation of additional opportunities to create and strengthen community among members and friends of FPC.
- Be available for consultation with all Session Mission Teams and the Deacons
- Serve as the primary staff resource person for church committees.
- 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.
- Represent the church in the higher councils of the Church, and participate in the Presbytery of Southern New England as appropriate and encourage partnership with the mission and ministry of the PC(U.S.A.), including an integration of our Matthew 25 partnership.

Accountability, Salary and Benefits

- Transitional Pastor/Head of Staff is accountable to the Presbytery of Southern New England and to the Session through the Personnel Committee.
- Terms of Call are reviewed annually by the Personnel Committee with changes recommended to the Session .
- Vacation time is 4 weeks per year. Continuing Education leave is 2 weeks per year. Unused portions may accumulate to not more than 6 weeks.
- All Terms of Call will comply with the Presbytery of Southern New England Pastoral Compensation policies
- Participate in quarterly check-ins with Personnel and COM during the first year, and semi annually thereafter.

Qualifications

An ordained PCUSA minister in good standing, with Transitional 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. Graduate of a nationally recognized seminary or divinity school or graduate of an Association of Theological School (ATS) approved seminary.

Employment is based on qualifications and work performance without regard to race, religion (except where expressly permitted by applicable law), color, national origin, sex, age, military or veteran status, marital status, sexual orientation, gender identity or expression, national origin, ancestry, present or past history of mental disability, intellectual disability, learning disability or physical disability, including, but not limited to, blindness or any other characteristic protected by local, state or federal law.