

## ***Greenwood Community Church, Presbyterian: Bridge Pastor Job Description***

### **An Introduction to Greenwood Church:**

In 2024 Greenwood Community Church, Presbyterian, of Warwick, Rhode Island, is celebrating the 80<sup>th</sup> anniversary of its founding by a group of neighborhood men and women belonging to churches representing many different denominations like Baptists and Episcopalians, Methodists and Lutherans, Congregationalists and even a couple of Presbyterians. What they had in common was a desire to love God with all their heart, soul, and mind and to love their neighbor as themselves, and to teach their children to be followers of Jesus, their Lord and Savior. Warwick was a rapidly growing suburb, ten miles south of Providence in the early 1940's. When gasoline rationing began on May 17, 1942, families got just a few ration coupons to purchase gasoline and men pooled their coupons to get to work; and the carpool was born. Commuting to Providence or even other parts of Warwick for church was impossible. The women of Greenwood wasted no time! On May 22, one woman invited several others to her house for a meeting, and they founded the Greenwood Community Sunday School. Several women volunteered to teach, their hostess was elected chair of the committee, and they set the date of the first session as May 24<sup>th</sup>! Before long, worship services were also being held and with help from the RI Council of Churches steps taken that resulted in our affiliation with the Presbyterian Church on Nov. 12, 1944. On that day 53 charter members accepted the challenge to help build a Christian Church in Greenwood.

The church grew and thrived as Warwick expanded as a bedroom community with many young families looking for a church with a strong Sunday School program. Today, the population of Warwick has declined as has the number of children, but for the past 40 years, Greenwood has also attracted members from more distant communities and has become a commuter church. Today we have members who commute from as far as Attleboro, MA, and Westerly, RI. About 100 attend worship each Sunday with 10-20 joining online. Our Sunday School and youth fellowship programs have remained central to our mission. Our members still represent a diversity of backgrounds and understandings, but they are united by the same spirit of faith, hope, and love that inspired our founders to come together to worship God and teach their children about the saving love of Jesus Christ.

### **Description of the Need for a Bridge Pastor:**

With the unexpected death on March 8, 2024, of our Pastor, who led the church for more than 27 years, Greenwood Church is being tested. This test is not like a school exam for a grade nor is it similar to an intelligence test. This evaluation is more of a test to ascertain what and who we are as a congregation. This normally occurs with lots of advance planning when a church is ready to call a new pastor, but it has been thrust upon us. As Christians we know that we cannot pass this test on our own. Scripture tells us we must humble ourselves and trust that the Lord will guide us by the working of the Holy Spirit. We need a Bridge Pastor who will work closely with the Session to provide pastoral care to a congregation that is grieving this loss, and to help carry on all the aspects of the church's mission. We also need spiritual leadership and direction as the congregation examines its strengths and weaknesses and seeks to follow the guidance of the Holy Spirit as we explore who we are today and the path the Spirit is guiding us to follow for the future. The Bridge Pastor will be our guide as we search for an Interim Pastor. In addition, a subset of our members has been exploring a switch to a different Presbyterian denomination, so we will simultaneously be beginning the Discerning the Way process with a Listening Team. The Bridge Pastor needs to provide calm and reassuring leadership through this process. We believe that if we put our trust in the Lord, this time of challenge will bring us together as we embark on this journey together.

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

We are looking for a Bridge Pastor for 3-6 months to bring stability to our congregation:

- Who is a spiritual leader, an excellent listener, one who fosters communication, and can shepherd us through this changing landscape.
- Who is a compassionate, welcoming and an exceptional preacher and teacher to reach across generations and establish connections to provide spiritual nourishment and healing for our souls both young and young at heart.
- Who will visit the sick and the infirm and will provide spiritual and personal counsel and support all those who seek such guidance.

## **Word and Sacrament**

- To prepare and deliver dynamic, engaging, and well-planned sermons, normally based on the lectionary readings. Select qualified and responsible individuals to supply the pulpit when absent.
- To plan and lead the various worship services of the church, in conjunction with the Director of Music and the Worship Committee.
- To rightly administer the sacraments of baptism and the Lord's Supper as well as services of ordination and installation, confirmation, weddings, and Services of Witness to the Resurrection.

## **Pastoral Care**

- To provide pastoral care, along with the Deacons, including home, hospital, and nursing home visitation.
- To provide 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.
- Meet and counsel couples planning marriage and those individuals inquiring about baptism.
- Seek to provide special attention to those seeking the sacraments that are unable to attend worship and non-members expressing interest in joining the membership of the congregation.

## **Teaching/Training**

- To be a theologian in residence.
- Commitment to Reformed Theology as described in the Book of Confessions of the Presbyterian Faith.
- That Jesus Christ alone is the Lord of all and the way of salvation.
- That Holy Scripture is the triune God's revealed Word, the Church's only infallible rule of faith and life.
- Maintain a personal and professional manner of life which demonstrates the Christian gospel, consistent with the moral imperatives of the Scriptures, the Confessions of the PC(USA), and the standards of the PC(USA) Book of Order.

## **Leadership and Administration**

- To serve as Moderator of the Session assisting us through this transitional period.
- To help create a church culture that increasingly embodies Christ's example of servant leadership to all congregational leaders and the congregation.
- To support, encourage and strengthen existing church programs.
- To be available for consultation with all Session Committees and the Deacons

- To serve as the primary staff resource person for the following committees: Personnel and Nominating.
- 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 representative in the community and to serve actively and visibly in ecumenical and interfaith relationships, encouraging the staff and congregation to do the same, and assisting the Mission Committee in identifying worthy mission causes.
- To represent the church at Presbytery.
- To shepherd Greenwood Church with the mission and ministry of the PC (USA), the Presbytery of Southern New England, the State of Rhode Island, and the GCCP bylaws.
- To assist with review of policies, procedures, printed communications, and bulletins & inserts.

### **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 20 – 40 hour per week 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 four or five days per week, including Sunday and coordinate the content of services with the Director of Music.
- Salary will be negotiated within the current budgeted pastor base salary.
  - Effective Minimum Salary (2024) \$68,000 PC(USA) Full Time Pastor
  - Pastor Clark \$61,798
  - Housing \$15,420
- Benefits to be negotiated.
- Vacation time will be negotiated.
- Moving fees up to \$1,000, if necessary.
- Pro-rated reimbursable expenses as indicated in the current budget.
- The term of the Employment Agreement will be **three 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 **thirty-days** written notice by Greenwood Community Church, Presbyterian, or 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.