



Presbytery of Baltimore, Commission on Ministry

May 8, 2023

Transitional Pastor Position Description From Ashland Presbyterian Church

Ashland Presbyterian Church is a vibrant community of believers who feel a deep sense of call to serve God and our neighbors since 1874. We practice discipleship by building inclusive relationships and acting in concert with those we serve in our congregation, in the local community, and overseas. We thank our gracious God for all gifts of creation - people, natural resources, and planet. With divine help and fruitful discernment, we seek to be just and generous Christians working to shape a more just and generous world.

Ashland Presbyterian Church, in consultation with the Baltimore Presbytery's Commission on Ministry [COM], seeks a full-time, ordained, transitional pastor for a period of two years. The pastor's contract with Session will be reviewed annually by COM, and can be renewed for 12 months, not to exceed 3 years in total. While not an installed position, the Transitional Pastor may become the installed pastor upon the recommendation by $\frac{3}{4}$ majority of COM and the Presbytery of Baltimore.

This position will have two over-arching purposes. First, to ensure that the church has essential pastoral leadership for the term of the contract. Second, to guide the congregation toward renewed vibrancy as it seeks to discern God's call to future mission in the 21st century, and to determine the style of pastoral leadership that will allow it to fulfill that mission.

Transitional Pastor Responsibilities

A. Provide pastoral leadership, including

1. Coordination of worship and the primary preacher
2. Moderate the Session
3. Provide pastoral care for the congregation with the help of church officers
4. Function as head of staff
5. Perform other functions deemed important within the congregation, which would be negotiated between the Session and the Transitional Pastor

B. Congregational guidance in decision-making and discernment activity

1. Assess the current sense and state of congregational mission, developing goals and expectations for future ministry
2. Discern the most appropriate form of long-term pastoral leadership
3. Help reassess current church assets with regard to mission goals and pastoral leadership, including, but not limited to, current membership qualities, financial resources, growth possibilities, and the church's physical plant.



Ashland

Presbyterian Church
The Rev. Shannon Weston, Pastor

4. Actively support the church's outreach including the enhancement of community relations through Ashland's pre-school and other partners.
5. Coordinate with COM for additional support of congregational discernment including the Presbytery staff, its commissions, coaches, and consultants to work with and resource the pastor, session, and the congregation.

Desired Qualifications

1. Be a Minister of Word and Sacrament in the Presbyterian Church, USA or a denomination with whom the PCUSA is in full communion.
2. Have effective training and experience in transitional or interim ministry.
3. Be passionate about guiding the congregation in discerning vibrant ministry, developing the church's relevance, growth, and sustainability for the 21st century.
4. Be organized, outgoing, compassionate, open-minded, inclusive, and environmentally conscious.
5. Be mission-driven, supportive of Ashland's pre-school, and in good fellowship with the Baltimore Presbytery and its activities.
6. Deliver sermons that excite and teach the congregation to see themselves in the Gospels, practicing concern for the marginalized.

Terms of Call

1. 2-year contract with the possibility of a year's renewal at the end of the term
2. A salary package commensurate with experience and Presbytery guidelines

Contact

For more information, or to apply, contact **Bonnie Clarke, Chair, Transitional Pastor Search Team: bonnie.clarke@gmail.com**