

Presbytery of Baltimore Commission on Ministry
Position Description
Interim Pastor

Ark and Dove Presbyterian Church, in consultation with the Presbytery of Baltimore's Commission on Ministry (COM), seeks an Interim Pastor for a one-year commitment. The position is FULL TIME at 40 hours per week. This is a non-installed position.

Ark and Dove is an open-minded and open-hearted church; progressive in theology and practice, inclusive in worship and leadership, and engaged in mission and advocacy.

Since our start in 1991, we have prioritized Christian Education as a key ministry area, striving to serve our community with high-quality, relational, relevant programs for all ages. Christian Education remains a focus as we strive to treat every person as a child of God. As part of this education focus, we have become active, engaged participants in social justice initiatives and are a Matthew 25, PCUSA More Light, and Earth Care Congregations church. We are an increasingly diverse congregation, and the work to be inclusive and welcoming across all social and cultural identifiers continues.

Our Mission Ministry connects our congregation to acts of mission, mercy, and justice. Our projects reflect our belief that Jesus called for the liberation of historically oppressed groups. Our efforts focus on inclusion, with teams addressing anti-racism, social equity, disability justice, and GLEAM (God's Love Embraces All Ministry), which welcomes LGBTQIA+ members and friends into church life. We act on these ideals through ongoing collaborative projects including refugee resettlement, housing the homeless, supporting a food pantry and participating in Rebuilding Together in an adjacent county. We also strive to live out the Gospel within our community through our active participation in a local community organizing network called Anne Arundel Connecting Together (ACT). We are becoming a Luke 10 congregation, engaging in justice work alongside local community partners to counter Christian Nationalism.

Position Purpose

The Interim Pastor position has two overarching purposes: first, to ensure that the church has essential pastoral leadership for the term of the contract; and second, to guide the congregation in assessing its current needs and envisioning its future mission.

Interim Pastor Responsibilities

The Interim Pastor shall:

1. Plan and moderate Session and congregational meetings.
2. Share preaching and worship coordination 50/50 with Associate Pastor in collaboration with the Music Director.
3. Provide pastoral care in the congregation.
4. Work with Session and assist them in carrying out their assigned work, with a focus on these ministries: Administration, Discipleship & Stewardship, Facilities, Mission, and Worship.
5. Work with the Board of Deacons in providing spiritual care to the congregation.
6. Function as the Head of Staff.
7. Represent the congregation/church in the community.
8. Adhere to the Ark and Dove operational policies and procedures.
9. Carry out other functions deemed important within the congregation as negotiated with Session.

Regarding the work of guiding the congregation in assessing its current needs and envisioning its future mission, the Interim Pastor shall provide leadership to:

1. Assess the current sense and state of congregational mission using a tool such as The Congregation Assessment Tool (CAT).
2. Guide the congregation in developing goals and expectations for future ministry.
3. Assist the congregation in preparing for a new pastor.

Desired Qualifications

1. Minister of Word and Sacrament in the Presbyterian Church (USA) or a denomination with whom the PCUSA is in full communion.
2. Appropriate training and experience in interim ministry.
3. Holds to an affirming theology that honors all of God's children in their full selves, including sexuality, gender, race and ethnicity.
4. Effective interpersonal and communication skills with the flexibility to relate to parishioners from a wide range of ages and with differing needs, views, and desires.
5. Experience in the use of video conferencing technology (i.e. Zoom) to conduct meetings.
6. The ability to minister to online congregational members, as well as being comfortable having worship services and sermons broadcast on social media.

Terms of Call

The Interim Pastor serves under contract with the Session as follows:

1. One-year contract, with the possibility of renewal at the end of the term.
2. A salary package at the same rate as the last called pastor.

Interested individuals should email interimsearch@arkanddove.org to find out more.