

Position Title: Interim Pastor, First and Franklin Presbyterian

Mission Statement:

First and Franklin is a historic, inclusive, and diverse congregation devoted to enriching our community through socially engaging and relevant preaching, service to others, a vibrant music and arts program shared with the community, and fellowship that increases our understanding of one another. Our mission is to make Baltimore a better community for everyone, and, all are welcome, all are seen, and all are loved just the way God made us all.

A More Light congregation since 1980, our congregation is committed to inclusivity and full participation in the Church for all individuals, including service and the clergy.

Church Information:

F&F currently has 96 active members on our roll. An average Sunday pre-COVID saw anywhere from 70-80 in attendance. Since COVID with virtual Worship we see around 65 each week (Facebook Live and Zoom platforms)

We have a very large and aging campus, which includes:

- The **Sanctuary** is an integral part of the Baltimore skyline, First and Franklin Presbyterian Church is an exquisite example of the Flamboyant Gothic Revival style. Erected between 1854 and 1859, our building is on both the Maryland and National Registries of Historic Buildings and boasts the tallest steeple in the City of Baltimore at 273 feet, which was completed in 1879. The interior sanctuary of our building is equally as impressive. The triple vaulted ceilings feature massive plaster pendants and intricate vault ribbing. Our sanctuary is complemented by enormous stained-glass windows, which were dedicated between 1875 and 1946. Three of West windows were executed by the famed Tiffany and Co. of New York City and add an ethereal quality to the light in the sanctuary.
- Our church office is housed in the basement of **Backus House**, a beautiful Victorian mansion adjacent to First and Franklin's church building, with an elegant spiral staircase, hand-carved mantels, original crystal chandeliers, and garden courtyard. Sunday School and nursery are also housed here.
- Historic **Hodge House** with two bright and airy dormitories complete with en suite bathrooms, a large dining hall and meeting room, lounge area, and a home-style kitchen complete with granite countertops, is the perfect retreat center for traveling choirs, retreat groups, and mission groups. The Center (a mission program of the Presbytery of Baltimore) is currently housed here.
- The last property owned by the church is also adjacent, facing Park Ave, and is **Patrick Allison House**, an early 20th Century home that has had many uses for the church over the years. PAH is currently being rented as a home for men recently released from incarceration.

Congregation:

Our congregation is a group of individuals from all walks of life, with a diverse ethnic compilation. We have a passion for our church and our Mission in Baltimore. This passion is evident in our discussions about church decisions and community engagement. We host many events throughout the year to support the local community which invites the congregation to serve. Our community is enriched by many artists of all types, who add to our worship and neighborhood involvement. Examples include our Spire Series musical events and Art Under the Spire Exhibitions.

We currently have few youth or children in our congregation. We continue to offer virtual children's education before Sunday worship each week.

Duties and responsibilities of Interim Pastor position:

- **Provide spiritual leadership to church members**
 - Creates, prepares and executes worship service weekly, including preaching, music, and liturgy, with support from Minister of Music, choir, and Worship Committee.
 - Develop and deliver sermons

- Administer sacraments
- Officiate at weddings, funerals, ordinations and special events.
- Support Session committee activities.
- **Provide pastoral care for and spiritual needs of the congregation.**
 - Supports spiritual development in the broader community
 - Works closely with Deacons to support in visitation, counseling and prayer
- **Head of Staff –responsible for human resources management and church operations**
 - Supports Session as moderator
 - Supervises staff, working closely with the personnel committee.
- **Interim pastor duties in accordance with COM guidelines**
- **In addition to the typical transitional duties of an Interim pastor, First and Franklin is looking for someone who can help us navigate our way through a time of discernment and decision making. Issues include:**
 - A \$600,000 debt remaining on completed interior renovations;
 - The need for exterior renovations of \$1.5 - \$2 million.
 - An endowment of approximately \$1.9 million which is being drawn upon at a rate which, if continued without replenishment, could leave the church without funds in five years.
 - The selected candidate will have an integral role in helping the Session and Congregation work to through these issues and, we hope, arrive at a significant level of agreement about the best path forward.
 - We have begun some discussion of options for the future of the church and are considering using the services of a church consulting group to help us consider options. Such a contract will not be agreed to without input from the successful candidate for this position.

Skills and Abilities:

- **Personal and people skills required:**
 - Caring, open minded, good listener, loving, patient and sensitive.
 - Self-starter, confident, flexible, able to deal with conflict and criticism, positive attitude. Values collaboration and team building with Session and congregation.
- **Managerial skills required:**
 - Able to lead, delegate, train and nurture elders, other leaders and volunteers.
 - Planning, discernment, excellent verbal and written communication skills.
 - Ability to handle conflict and provide effective feedback.
 - Team builder, mentor, role model of leadership and ability to motivate and lead team leaders and members.
- Personal interests may include commitment to serving a diverse congregation, developing and expanding strong church ties with the diverse and urban neighborhood community, celebrating the historical legacies and music traditions of F&F.