

Presbytery of Baltimore Commission on Ministry
Position Description
Transitional Pastor
Revised March 2023

_____ Church, in consultation with the Presbytery of Baltimore's Commission on Ministry (COM), seeks a Transitional Pastor for a two-year commitment. The position is full time-/part time at ____ hours per week. This is a non-installed position.

The Transitional Pastor position has two over-arching purposes: first, to ensure that the church has essential pastoral leadership for the term of the contract; and second, to guide the congregation as they seek to discern God's call to future mission and to determine the style of pastoral leadership that will allow them to fulfill that mission.

The Transitional Pastor serves under contract with the session. The contract will be reviewed annually by COM and renewed in intervals of no longer than 12 months. The overall term is two-years, with the possibility of renewal at the end of the term. The Transitional may become the installed pastor upon the recommendation by 3/4 majority of COM and the Presbytery of Baltimore.

Several factors are inherent in this model of ministry.

- There is no assumption at the outset as to what the future pastoral leadership model will be, as discernment and openness to the leading of the Spirit is at the heart of this role and this work. Potential models are described in the attached document, *Pastoral Leadership Models*. This document is intended to be a starting point for imagining different options and prompting conversation on creative possibilities.
- The presbytery will identify financial and professional resources to support the discernment work of the congregation, as the session and COM determine necessary.
- COM will regularly assess progress on determining the congregation's mission direction and identifying the appropriate leadership style

Transitional Pastor Responsibilities:

Regarding pastoral leadership the Transitional Pastor shall:

1. Serve as Moderator of the Session
2. Serve as the primary preacher and coordinator of worship
3. With the church officers, provide for pastoral care in the congregation
4. Function as the Head of Staff
5. Other functions deemed important within the congregation shall be negotiated by the Session with the Transitional Pastor

Regarding the work of guiding the congregation toward discernment and decisions about their future, the Transitional Pastor shall provide leadership to:

1. Assess the current sense and state of congregational mission and the development of goals and expectations for future ministry
2. Discern the most appropriate form of long-term pastoral leadership
3. Develop a realistic assessment of congregational assets to support both mission goals and pastoral leadership, including (but not limited to) the following: the church's physical plant (condition, usefulness, maintenance requirements, etc.); financial resources; and current membership qualities and growth possibilities
4. Coordinate with COM for additional support of congregational discernment, including but not limited to Presbytery staff and commissions, coaches, and consultants to work with the pastor, session, and congregation

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. Effective training and experience in interim/transitional ministry

Terms of Call:

1. Two-year contract, with the possibility of renewal at the end of the term
2. A salary package commensurate with experience and presbytery guidelines

Commission on Ministry Responsibilities:

1. Annually review the congregation's pastoral relationship with the Transitional Pastor
2. Renew the contract in intervals of no longer than 12 months
3. Identify additional financial and professional resources to support the discernment work of the congregation
4. At least every six months, meet with the Transitional Pastor and congregational leadership to assess progress on the discernment work
5. Support the congregation in implementing the mission and leadership goals identified in the discernment work