Intentional Interim Pastor
Qualifications and Job Description
First Congregational Church
Traverse City, Michigan

Requirements

- Divinity degree from an accredited seminary.
- Successful completion of a course in Intentional Interim ministry.
- Completed at least one successful Interim ministry assignment.
- Skilled in Biblically centered preaching and teaching.
- Gentleness, sincerity and humbleness in the exercise of pastoral care and courteousness in leadership style.

Purpose

- Provide healing and guidance to members of the congregation in the area of spiritual health.
- Teach biblical principles, equip the congregation for ministry, and provide leadership that fosters unity and teamwork and bridge building to the community.
- Serve as administrator to the pastoral and support staff.
- Shepherd the congregation with the objective of fulfilling FCC’s vision, mission, and core values.
- Act as a consultant to the senior pastoral search team in calling a new settled pastor.
- Be a servant leader deeply devoted to the Word of God, prayer and relationships.

Specific Responsibilities

Healing

- Lead efforts to help the congregation in healing and reconciliation according to Biblical principles.
- Maintain an ongoing assessment of the spiritual health of the congregation, with evaluations and recommendations to Church Council and the congregation.
- Address any specific issues defined by a church assessment or evaluation that must be completed prior to hiring the permanent senior pastor.

Visionary Leadership with a Servant’s Heart

- Administer church business and oversee church staff in cooperation with the Church Council, Trustees, Personnel Committee and office manager, working within the Church Bylaws and congregational polity.
• Exemplify the type of individual described in the Spiritual Leader portion of the Hopes, Dreams and Desires document.
• Mentor and train church leadership by building trust and team based interdependence among ministry teams and congregation.
• Engage the congregation from the pulpit and begin to build membership including youth and young adults.
• Preside over sacraments and rituals of the church.
• Address systemic leadership issues including communication, vision, decision making, mentoring and team building.
• Embody and affirm FCC’s Mission, Vision and Core Values.
• Offer training and equipping of the church staff, the Council, and ministry volunteers.
• Motivate the congregation to a lifestyle of service to our Lord.

Worship and Preaching

• Preach and teach God’s Word with clarity, passion and relevance, ensuring effective biblical teaching at every level in the church.
• Work in cooperation with the Worship Service Team to plan our worship services.
• Appreciate and seek to grow our contemporary and traditional worship services.
• Demonstrate a commitment to the authority of Scripture for faith and practice.
• Provide in the exposition of Scripture through preaching and teaching a Christ-centered emphasis which builds up our members and winsomely reaches out to the seeker and the lost.
• Offer preaching and teaching that applies the truth of the gospel to all areas of life.
• Be personally involved in the discipleship of rising leaders in the congregation as well as new believers and new members.

Pastoral Care

• Oversee visitation of the sick, the grieving, and persons with special needs.
• Conduct weddings and funerals upon request.
• Encourage the members of the congregation to be authentic and filled with the love of Christ inside the church as well as in our community.
• If requested, consider remaining for a described period of time to assist the new settled/senior pastor.

Accountability Lines

• Is professionally accountable to the body which holds his/her ordination credentials.
• Is accountable and reports to the Church Council and is called and dismissed by the members of the congregation.
• Serves as a resource to, and works with, the Church Council, the Board of Trustees and key committees.
• Has oversight of and is responsible for the pastoral and support staff.
• Adheres to the present bylaws of the church.