

**FIRST PRESBYTERIAN CHURCH
ANN ARBOR, MICHIGAN
INTERIM PASTOR POSITION DESCRIPTION**

Position Summary

First Presbyterian Church of Ann Arbor (FPCAA) seeks a transitional leader with outstanding preaching and worship skills, organizational agility, excellent leadership abilities for guiding both paid and volunteer leaders, an engaging pastoral presence, and a nimble approach to matters of governance and strategic planning. This individual must be both a gifted orator and humble leader who can steer FPCAA through a challenging period of healing and growth before a new Head of Staff is called.

The Interim Pastor will be accountable to the Personnel Committee and the Session of FPCAA, as well as the Committee on Ministry of the Presbytery of Detroit.

Roles & Primary Responsibilities

- Work with FPCAA's other pastors, music leaders, Resident Ministers and program staff to plan and lead worship services in a collaborative manner.
- Lead worship, preach, teach, and administer the sacraments in a manner that encourages the spiritual growth of a congregation in which members have a diverse range of theological perspectives and political viewpoints.
- Serve as transitional Head of Staff: lead church staff, support staff development, and conduct regular performance reviews.
- Serve as transitional Moderator of Session.
 - Assist Session in developing a shared leadership culture among staff, Session, Deacons and committees.
 - Assist Session in addressing matters of congregational governance and administration.
- Work with the congregation, Session, and the Presbytery to address the previous pastor's departure and help prepare for a new installed pastor as part of an intentional transitional ministry.
- Support the work of the Session and Strategic Planning Committees to distill a compelling vision for the ministry of FPCAA in both the local community and the world.
 - Address the needs of FPCAA's aging building.
- Work with Session and the Finance Committee to enhance the financial health of FPCAA.

- Maintain an active and visible presence with the Presbytery of Detroit.
- Support the work of the Pastor/Head of Staff Nominating Committee.

Other Responsibilities

- Collaborate with and support associate pastors, program directors, Resident Ministers, and volunteers in providing pastoral care.
- Work with Session and the Congregational Life Committee to promote membership growth, including maintaining contact with prospective new members.
 - Participate in teaching classes for new members.

Essential Qualities

- A person who demonstrates deep faith in Jesus Christ and the love of God.
- An inspiring preacher who energizes and challenges listeners to live out their faith.
- A skilled pastor who, with knowledge of the processes of transitional ministry, can inspire the congregation to move forward with stirring worship and preaching, attentive listening, and positive organizational development.
- An experienced leader and team player with a management style that is collaborative, humble, emotionally mature, compassionate, and respectful of others and their viewpoints.
- A talented communicator.
- A problem solver with demonstrated skills in conflict resolution and mediation.
- A visionary with experience in strategic planning.
- An experienced administrator who is comfortable and agile within church systems.
- An empathetic listener with a welcoming, inviting, energetic presence.
- A personality that can move into new situations and adapt quickly, relate to the congregation on an interim basis, and be able to let go and move on when the work is finished.

Qualifications

An ordained minister, preferably Presbyterian, with a history of demonstrated skills and experience in effective leadership at a large church during periods of transition. This position will require an even broader range of talents than a traditional interim in light of FPCAA's unique current circumstances and desired future.

Compensation & Benefits

This is a full-time professional position, with benefits from the PCUSA Board of Pensions, starting during the spring of 2019. Compensation will be commensurate with the candidate's background, experience and credentials. The Interim Search Committee will consider all qualified candidates who are members in good standing within their governing body. Further details concerning employment are outlined in the FPC Personnel Manual.

The Session of First Presbyterian Church, Ann Arbor, Michigan, complies with the statement of employment practices as outlined in The Form of Government of the Presbyterian Church U.S.A.: "The unity of believers in Christ is reflected in the rich diversity of the Church's membership. In Christ, by the power of the Spirit, God unites persons through baptism regardless of race, ethnicity, age, sex, disability, geography, or theological conviction. There is therefore, no place in the life of the Church for discrimination against any person." (F-1.0403)