

Saint Andrews Covenant Presbyterian Church
1416 Market Street
Wilmington, NC 28401

Position Title: Interim Pastor

Mission statement:

Inspiring one another to love Jesus by staying faithfully present in our community.

Values that we desire our members to strive for:

(To) Adore God, Always Pray, Act on Faith, Acknowledge Everyone, Accompany One Another

Note: In late 2019 thru mid 2020 a committee was created to prayerfully consider creating a new Visionary Plan for SACPC and was finalized and presented to Session in July 2020. The committee partnered with the Auxano ministry consulting firm to assist us through this vision process. The committee was composed of a wide variety of members in age, gender and length of membership. In addition to the above stated Mission and Values, our Vision Plan includes a strategy to help us achieve our Ends and offers methods to measure our progress. Due to the short amount of time since the creation of the new Vision Plan, and the impact COVID has had, we have not fully implemented and educated the congregation on the entirety of the new Vision Plan.

Church Information:

Currently we have 880 active members. Pre-COVID we offered (3) in person worship services with a total average attendance of 400. Beginning in mid March we began offering an on-line worship service that is pre-recorded. We have an average of 400 downloads watching our on-line worship service. We estimated that of the 400 downloads we have 1.5 to 2 members worshipping together per download, therefore we estimate we have around 600-800 total participants.

Congregation:

We have enjoyed a great history of worship that glorifies God. The people love to come together in corporate worship and to welcome visitors with warmth and joy. Pre-COVID we enjoyed both "traditional" and "contemporary" services; each following a common Reformed order of worship. Currently on-line worship is a blended service that incorporates both traditional and contemporary styles of worship. In addition to edifying preaching, we have choirs for all ages, a praise band, lay scripture readers, and ushers that participate as active worship leaders.

We value Christian education, and are committed to improving our Biblical literacy in new and engaging ways. In addition to Sunday school classes we offer small group Bible study. Pre-COVID we offered a mid-week shared meal with study/enrichment opportunities.

COVID Impact

Starting in March 2020 we began adhering to the Governor's guidelines and recommendations as it related to meeting in person and holding corporate worship services. All worship services since March 2020 have been on-line, and our building is used sparingly. We have formed a Transition Team that meets periodically to gauge the COVID landscape. When allowed to

worship in person our Transition Team will help us do so in a safe manner. Session recently voted to continue our on-line worship service through the month of March 2021, and they will reevaluate at March's Session meeting.

Duties and responsibilities of Interim Pastor Position (knowing adjustments will occur due to the ever changing influences of COVID-19)

1. Provide spiritual leadership to church members

- a. Creates, prepares and executes worship service weekly, including preaching, music, and liturgy, with support from the Music Director, staff and volunteers.
- b. Effectively deliver sermons for on-line participation and in person sermons once COVID restrictions are lifted to obtain pre-COVID participation levels
- c. Administer sacraments
- d. Officiate at weddings, funerals, ordinations and special events
- e. Support Session committee activities.

2. Provide pastoral care for and spiritual needs of the congregation

- a. Supports spiritual development in the broader community
- b. Works closely with Deacons to support in visitation, counseling and prayer

3. Head of Staff

- a. Support Session as Moderator
- b. Supervise Staff as defined in our Session Governance Policies
- c. Collaborate with Associate Pastor to fulfil the needs of the congregation

4. In addition to the typical transitional duties of an Interim pastor, SACPC is looking for someone who can help us navigate our way through a time of discernment and decision making with the following short term challenges:

a. Worship Services: Currently we offer three (pre-Covid) worship services, two traditional and one contemporary service. Having three services places a huge burden on the Pastor preaching, especially due to the fact that we have two services that overlap. Offering two different styles of worship has allowed us to expand our outreach, yet to a certain extent we have also created two churches in one, which has created some conflict. We need an Interim pastor to help session discern our worship services, types, times, and how best to offer them; and ultimately implement these changes if they need to be made.

b. Management of our Building and Grounds. Management of B&G is a huge responsibility, especially after hurricanes and issues that are not uncommon for a 100+ year old building. We had an Engineering Assessment completed on the building and we need to determine action items we need to take from that assessment.

- c. Evaluate our current staff structure and responsibilities for a church our size.
- d. We need the Interim pastor to help session evaluate our current Ends. The Interim pastor will need to help Session educate the congregation and get everyone “on board”, working as “one” to achieve our goals. Implementing our Ends may require budget changes and future resource reallocations, of which we would want our Interim pastor to help us evaluate and implement.
- e. Assessment on what is the best role of the diaconate and how the diaconate should best be managed. Most recently the Session asked a task force to look at the current diaconate climate, their responsibilities and management of the diaconate. This task force is now on hold, therefore we would expect the Interim pastor to restart this task force..

Skills and Abilities:

1. Personal and people skills required:

- a. Caring, open minded, good listener, loving, patient and sensitive
- b. Self-starter, confident, flexible, able to deal with conflict and criticism, positive attitude. Values collaboration and team building with Session and congregation.
- c. Commitment to equality and ability to embrace our diverse surrounding community.

2. Managerial skills required:

- a. Able to lead, delegate, train and nurture elders, other leaders and volunteers.
- b. Planning, discernment, excellent verbal and written communication skills
- c. Ability to handle conflict and provide effective feedback
- d. Team builder, mentor, role model of leadership and ability to motivate and lead team leaders and members.
- e. Willingness to be flexible, creative, and proactive in your leadership style

Compensation Package: \$130,000