



Lynchburg, Virginia

Job Description: Transitional / Interim Pastor

Accountability: The Interim Pastor is accountable to the Session and the Presbytery of the Peaks.

Position Overview: The Interim Pastor will provide pastoral, spiritual, administrative, and transitional leadership for First Presbyterian Church of Lynchburg, Virginia during the period between installed pastors. Working in partnership with the Session, church staff, Presbytery, and lay leaders, the Interim Pastor will guide worship, preaching, teaching, pastoral care, mission, stewardship, fellowship, and congregational life while helping the church reflect on its history, clarify its identity, discern its future, and prepare for new installed pastoral leadership.

Congregational Context and Mission: Celebrating God's Grace, Inspiring the Next Generation for Christ.

First Presbyterian Church of Lynchburg, Virginia is an established congregation that draws from both traditional and contemporary expressions of faith to praise God through worship, service, ministry, and mission. We worship God through prayer, proclamation, music, scripture, and thanksgiving for God's holy creation, with depth, sincerity, awe, and love.

We teach Christians of all ages, genders, races, and backgrounds by offering relevant and practical interpretation of Holy Scripture and proclaiming the Good News of Jesus Christ in word and deed. We share the goodness and love of God, along with our gifts, talents, and service, with a world that needs to know God's love. Our visible community presence includes outreach to multiple non-profit partners, our Weekday School and Scouting activities, and we welcome all into our midst, seeking to do all that we do in the name of Jesus Christ, our Savior, with glad and generous hearts.

Key Responsibilities

1. Provide biblically based preaching and teaching for a congregation in transition, including leadership in weekly worship and other services as needed.
2. Lead and support all worship, mission, service, stewardship, fellowship, and ministry activities in collaboration with Session, staff, and lay leaders.
3. Provide counsel, leadership, mediation, and pastoral steadiness during the transition process, including in challenging times or seasons of conflict.

4. Serve as Moderator of Session and congregational meetings, meeting with committees monthly or as needed. Assess organizational structure and make appropriate recommendations for improvement.
5. Act as administrative Head of Staff by leading, directing, supervising, and supporting church staff.
6. Work in concert with Parish Associate to provide pastoral care for the congregation, including visits, counseling, crisis care, and support for members and families as needed.
7. Administer the Sacraments of Communion and Baptism in regular and occasional services as determined by Session.
8. Officiate at weddings, funerals, and other special services as appropriate.
9. Attend and support church functions and serve as a resource to lay leaders as needed.
10. Work with the Session and congregation, with guidance from Presbytery, to reflect on the church's history, present life, strengths, challenges, identity, and role in the community.
11. Guide the congregation in clarifying its vision for the future, strengthening relationships with the larger church and local community, and preparing for new installed pastoral leadership.
12. Help the congregation honor what has gone before while envisioning and planning faithfully for what is next.

Qualifications and Requirements

1. Ordination in the Presbyterian Church (U.S.A.), with credentials approved by the Presbytery of the Peaks.
2. Experience as a called pastor and/or interim pastor.
3. Completion of interim ministry training, or equivalent experience, preferred.
4. Experience as Head of Staff and in working with administrative and professional staff.
5. Effective interpersonal, communication, listening, and relationship-building skills, including the ability to engage in open two-way conversation.
6. Experience with mediation, church leadership in challenging times, and conflict resolution.
7. Experience serving a congregation with significant community-facing ministries or programs, such as a nursery school, scouting program, outreach ministry, or similar activity.
8. Familiarity with resources and issues facing congregations exploring important questions about identity, mission, sustainability, and future direction.
9. A strong sense of cultural and social awareness.
10. Energy, enthusiasm, spiritual maturity, and pastoral wisdom for the challenging work of interim ministry.

Application Instructions

If this sounds like you, then we are looking for you, and we hope you are looking for us.

Interested applicants should submit an attested PDP and a letter of interest to William Neal, Transition Team Chair, First Presbyterian Church of Lynchburg, Virginia. Our mailing address is 1215 V.E.S. Road, Lynchburg VA 24503. Or you may use office@fpclcy.org with "Transition Team Chair" as the subject line.