Interim Senior Pastor – Job Description
Plymouth Congregational United Church of Christ
Des Moines, Iowa

Plymouth Church is an artistically and academically vibrant, multi-pastored congregation where we agree to differ, resolve to love, and unite to serve. We are an intergenerational community devoted to the love of God and neighbor through our commitment to spiritual development and missions and outreach within the Des Moines area. We strive to be leaders in the dialogue on social justice issues. We are a Just Peace and Open and Affirming congregation. In our commitment to the universal church, Plymouth has been unswerving in the support of our Transition into Ministry residency program for young clergy.

Worship:
- Collaborates in the planning of worship services, preaches in rotation, and administers the sacraments.
- Officiates at weddings and funerals.
- Teaches and encourages parishioners as they grow their spirituality, religious education, and discipleship.

Administration and Order:
- Leads staff and congregation through the transition and into our future with skill, clarity, focus, and love.
- Possesses a boldness to recognize, engage, and resolve conflict among church members, staff, and groups.
- Strengthens our successes while taking us in new directions and with a fresh perspective in preparation to call a settled pastor.
- Serves as the Chief Executive Officer of Plymouth who provides vision and clarity to the ongoing work of congregational life.
- Builds a sense of team-work to nurture a collaborative environment among the church staff and holds regular staff meetings to coordinate the ministries, committees, and boards of the church and facilitate communication.
- Participates in the screening and hiring process of non-ordained staff.
- Informs and guides, as needed, the senior pastor search committee in their work to call a settled pastor.
- Reviews and reforms church policies and procedures with appropriate lay leadership participation.

Pastor – Lay Leader Relationship:
- Assists in implementing the 2020 Strategic Plan and the revision of church by-laws.
- Supports and assists the Church Council, Moderator, and Moderator-Elect.
- Liaison to the Board of Trustees, Board of Christian Stewardship, Board of Membership, the Personnel Committee, and the Plymouth Foundation.

Additional Duties and Necessities:
- Utilizes technology and social media to enhance communication and expand the reach of the Plymouth Church community.
• Inspires and encourages individuals to grow their financial stewardship.
• Leads with inspiration and motivation and is capable of bringing all the talents and resources of the congregation to bear on accomplishing our mission and goals.
• Loves their job and whose enthusiasm for the Church is overwhelming and contagious.
• Complete other duties as assigned.

Leadership Competencies:
• Collaborator
• Compassionate
• Change Agent
• Hopeful
• Initiative
• Interpersonal Engagement
• Motivator
• Organizational Agility
• Preaching and Worship Leadership
• Public Communicator
• Spiritually Mature
• Strategy and Vision
• Willingness to Engage Conflict

Desired Years of Experience: 10 years