

Crescent Springs Presbyterian Interim Pastor Description

CSPC is a church with a 100+ year history. Some its founding members' families are still a part of the congregation. Our search for pulpit supply and an interim pastor began almost immediately after the announcement that our long time pastor, Mike Brewer, was answering a call to Blue Ash Presbyterian. And so, a new era for CSPC begins.

- I. Title – Interim Pastor (Head of Staff)
- II. Qualifications
Must be ordained in the Presbyterian Church (U.S.A.)
Must have training and experience as an Interim Pastor
- III. Accountability
To the Presbytery of Cincinnati through the Committee on Ministry
To the Session through its Personnel Committee
- IV. Responsibilities
 - a. Worship
 - i. Must embrace two styles of worship. 8:30 service is contemporary with a praise band. 11:00 is traditional service with a choir.
 - ii. Provide inspiring, Biblically-based leadership in worship, preaching, and teaching which will lead to the spiritual growth and collective healing of all members.
 - iii. Plan the worship services, working with the Worship Committee and Music Director.
 - iv. Provide for the administration of the sacraments.
 - v. Officiate weddings and funerals of members and others as he/she may choose, with guidance of Session, and counsel with those persons planning to marry.
 - b. Pastoral Care
 - i. Provide emergency counseling and personal counseling to those in need.
 - ii. Visit with members and friends of the church during emergency situations and times of bereavement.
 - iii. Be a caring, sensitive presence in crisis situations.
 - iv. Pray with and for the members and friends of the congregation.
 - c. Administration
 - i. Serve as Head of Staff, with responsibility for directing and supervising full-time and part-time staff members.
 - ii. Serve as Moderator of Session and of congregation meetings.
 - iii. Work with Session to improve interpersonal communication within the congregation and among committees, boards, and staff.
 - iv. Hold instructional classes for new elders/deacons yearly, approximately one month prior to the start of their term.
 - v. The Interim Pastor is employed on a full time basis. The work week will be a minimum of 40 hours, with a maximum of 50 hours. Portion of weekly hours must be kept over two mornings in the CSPC office, outside of Sunday.
- V. Leadership
 - a. Understand and guide the congregation in the five developmental tasks. These tasks are taken from the “The Interim Pastor’s Manual” by Alan Gripe. The five developmental tasks of the congregation are summarized in title form as follows.
 - i. Coming to terms with history
 - ii. Discovering a new identity
 - iii. Shifts of power
 - iv. Rethinking denominational linkages
 - v. Commitment to new leadership and to a new future
 - b. Lead the Church in the annual planning process, consistent with the Church’s Mission Statement, as stated at www.cspchurch.net
 - c. Develop and carry out a plan, in consultation with the Session, to address other identified needs of the congregation prior to the calling of a Pastor.
 - d. Assist the congregation in developing our mission study.