

Proposed job description for Graystone Presbyterian Church's Transitional Pastor

The role of Transitional Pastor is a specialized and significant call in the life of Graystone Church. The ideal candidate should exhibit the following characteristics:

- Leadership experience in multi-staff church environment
- Track record demonstrating the ability of equipping members of session
- Strong administrative strengths and abilities
- A good pulpit presence
- Demonstrated ability of biblical preaching and teaching

The position of Transitional Pastor will be a full time position at Graystone Church

Responsibilities and commitments of the Transitional Pastor

1. Will model true Biblical leadership for the staff, church officers, and congregation.
2. Will lead GPC through a transition process that clarifies the vision and mission of GPC.

This process will include but not be limited to:

- a) performing a thorough assessment of the health and effectiveness of the staff, the Session, and the congregation within the first 90 days from the start date.
 - b) presenting a report of this health assessment to the Session within 120 days from the start date.
 - c) leading a Session-designated Church Health Task Force to recommend to Session the changes needed to enhance the ministry effectiveness of GPC.
3. Will train, encourage, and empower the Session to assume its biblical leadership role in the life of the congregation in accordance with Scripture and the EPC Book of Order.
 4. Will lead Session (via a Session-designated Vision Task Force that reports to Session) through a process to discern the mission, vision, and values of GPC in conjunction with our existing Strategic Plan ***(see attached).
 5. Will serve as Head of Staff and, as such, will:
 - a) invest in the health, unity, morale, development, and ministry fruitfulness of the staff.
 - b) assess and improve the organizational structure of the staff.
 - c) train and advise the Personnel Committee of the Session to effectively support and oversee all the members of the staff.
 - d) make recommendations to Session regarding any necessary staff changes.
 6. Will assess, mentor, and advise the associate pastors in their leadership roles and ministries in general and refine and define their job descriptions in particular.
 7. Will serve as Moderator of Session, with the option of appointing an acting Moderator from one or more of the associate pastors as needed.
 8. Will train, empower, and equip, and advise the Senior Pastor Search Committee to faithfully fulfill their ministry of finding the next senior pastor of GPC. This Committee will not be elected

by the congregation and begin its ministry until the Transitional Pastor has completed the assessment and implementation stages of the transition process.

9. Will strengthen the relationship of GPC with the Evangelical Presbyterian Church and the Presbytery of the Alleghenies.
10. Will shepherd the congregation through the ministry of preaching and teaching God's Word. Will preach on Sunday mornings a minimum of 2-3 Sundays per month with the schedule to be planned and implemented by the Transitional Pastor.
11. Will prepare the Session, congregation and staff to receive their new senior pastor.

Specific areas of focus and responsibility for the Transitional Pastor are:

1. Acting head of staff
2. Moderator of Session
3. Oversee and control church finances
4. Develop Stewardship Committee
5. Develop a church outreach team, "Go Team"

Responsibilities of the Session:

1. To be a body of praying elders who "seek the mind of Christ" for the future direction of the congregation.
2. To love and lead the congregation according to the Scriptures and the Book of Order.
3. To love each other well and hold each other accountable in a spirit of humility and holiness.
4. To love the staff well, especially its pastors, and to promote the peace, unity, and purity of the staff.
5. To lead the way in the biblical process of reconciliation where there have been broken relationships, and to hold each other and the congregation accountable to biblical standards of peace-making and discipline.
6. To recommit itself to the first duty of evangelism and pursue God's vision for reaching those who do not yet know the saving power of the gospel.
7. To participate in the life and ministry of the presbytery and the General Assembly.
8. To not authorize the formation of a senior pastor search committee until the appropriate Church assessments and personnel profile are completed.