

## **Interim Pastor**

Christ Memorial Church (CMC), located near the shores of Lake Michigan in Holland, Michigan, is seeking a full-time **Interim Pastor** with pastoral services.

**Position Status:** Full-time, short-term contract (6 months with possible extensions up to 12 months)

**Reporting Structure:** The Interim Pastor will report to the Lead Elders, and all remaining staff will report through the Interim Pastor. The Interim Pastor will provide mentoring and leadership of current staff.

**Background:** Christ Memorial Church was established in 1957 and has a current community of approximately 1,250 worshippers. Although CMC is known as one of the largest RCA churches in the country, it also has a reputation as one that experiences high levels of unrest with pastoral, staff, and congregational turnover. (See footnotes for more information.)

Our members include a range of perspectives, from new members who are energized, to long-term members who are experiencing deep community and a love for missions. Long-term members are also experiencing a profound sense of loss, anxiety over change, and questions around who we are and where we should be headed.

Our congregants want to be led by the Spirit, and they crave community and desire to be godly, welcoming people. But, as is often the case, their passion and varying perspectives also lead to conflict. At its core, however, is CMC's love for God, a desire to worship God and to welcome others into the community, drawing people closer to God.

### **What we are seeking**

CMC has been in an interim period for the past year, and we anticipate this period will continue for another 6-9 months. We seek leadership to guide and inspire this ministry for its next chapter, developing culture of grace and trust among our staff, lay leadership and congregation. We seek a team player and a team builder. The congregation longs for a relational shepherd, not a CEO who comes in and declares what they need, but rather someone to listen and collaboratively draw diverse perspectives together in the discernment of a common mission, with guidance on how to live it out.

We aim for these desired outcomes:

- Enter a time of lament, confession, receiving of forgiveness, and encouragement to live into community through God's grace.
- Build upon the past year's interim experiences and articulation of root causes to discern a common Mission, Vision, and Values. CMC will be asking God: What are You calling us to be and to do? Who are our neighbors? What is our holy vocation?
- Assist in congregational engagement to select, commission, and equip a Search Team to seek, receive, interview, discern and call a Lead Pastor.
  - Complete a Congregational Profile and Lead Pastor job description, which must be affirmed by the congregation.
  - Identify a validated employment personality profile assessment that aligns with the newly defined role.

**The Interim Pastor will provide:**



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- **Preaching and teaching** that is faithful to the truth of God's Word.
  - Demonstrate a model of Christ-like behavior in all relationships with the congregation, lay leadership and staff, with love and service.
  - A commitment to personal and corporate prayer, worship, and the leading of the Holy Spirit through this season of discernment, evaluation, and action steps.
- **Staff and Congregational Leadership** that will guide and inspire this ministry for its next chapter.
  - Co-leadership of a Transition Team that will help define our desired direction for Christ Memorial Church.
  - Attend and assist the Vice-President in leading staff, executive committee, and consistory meetings.
  - Supervise and mentor CMC staff in providing professional development, leadership training, and other areas to assist, inspire, and equip staff to further their ministry at CMC and beyond.
  - Be a physical, relational presence walking alongside the congregation.
  - Assist an already established team of pastors and caregivers with congregational care, calling on those who are hospitalized and shut-in, and assist with funerals and weddings as needed.
- **Worship service planning and participation**
  - Ensure the preaching schedule is filled and content is aligned with themes of interim, discipleship, and/or other related ministry goals.
  - Preach an average of 3 out of every 5 Sundays.
  - Attend worship service planning team and ensure the service is planned in a cohesive manner, aligned with preaching themes and the current CMC Vision for Worship.
  - Administer the sacraments in partnership with other staff.
- **Participation, with visible presence and listening, across all demographics of church programming.**
- **Work in partnership with the current Holland Classis Supervisors** and with CMC leadership. Communicate every three months with Holland Classis leader (via a written report) on the current status of CMC, discernment of its mission, STM (Specialized Transition Minister) ministry, and lead pastor search process.

This contract may be extended to 12 months to accomplish the following goals:

- Lead staff into becoming a healthy functioning team.
- Equip the congregation to walk in-step with one another through conflict resolution skills, community-making, governance and accountability practices among congregants, staff and lay leadership. Solidify practices for managing differences, resolving conflict, and engaging the congregation, while equipping lay leadership to represent and lead and embody our Mission, Vision and Values.
- Ensure practices are developed and in place to prioritize and gain congregational affirmation for specific ways in which we can live into our Mission, Vision, Values, our holy vocation.
- Work with the Search Committee, Transition Team and staff to prepare for the arrival and first-year onboarding of the Lead Pastor, with attention to integration with staff, lay leadership, and the congregation.

### Requirements

- RCA requirements for Interim ministry. Preferred denominations: RCA, CRC, Presbyterian, i.e. those with similar governance, and with high familiarity with the RCA Book of Church Order.



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- Demonstrated experience with an effective discernment process with one or more sizable congregations through challenging times, such as discernment of a way forward with varied political and religious convictions; the ability to describe tangible methods and subsequent outcomes for moving forward as one body.
- Methods for equipping congregations in the selection of, and training in fulfilling duties of, lay leadership.
- Demonstrated experience in effective change leadership, gaining congregational alignment and followership, and effective decision making grounded in an aligned Mission, Vision, and Values, and communications.
- Demonstrated engagement and adoption of conflict resolution skills in a culture of grace and truth.

**The church will provide:**

- A Transition Team, Search Team, staff, and Sr. Process Consultant to work alongside the Interim Pastor in service to the above deliverables, toward increased strength, growth, effectiveness, and fruitfulness.
- A compensation package that meets all the requirements outlined by the RCA guidelines and as agreed upon by both parties.

**Contract Details**

- This will be a **6-month** contract. This contract may be extended in **2-month** increments, if agreed upon by the Lead Elders and Interim Pastor.
- Christ Memorial Church will reimburse as outlined in the attached compensation package. (to consider salary, housing, retirement, health coverage, RCA LTD, RCA Life Insurance, Professional Development (\$1300), FICA, Ministry Expense allowance (\$2000), Mileage Reimbursement, X weeks of paid vacation, One week of paid professional development time.
- Either party can respectfully conclude this contract with two months' notice.
- It is our expectation that this person would not be a candidate for a permanent position at CMC.

Please send resumes to [jobs@christmemorial.org](mailto:jobs@christmemorial.org)



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Footnotes:

### **Key Demographics**

- Total worshipping community: 1,252
  - 1,044 communicant members
  - 41 baptized members
  - 152 adult non-members
  - 14 child non-members
- Children's ministries:
  - Sunday morning Worship and Wonder attendance: Approximately 15
  - Wednesday evening SPARK: 20-30 (up to 40)
- Youth ministries:
  - Sunday evenings: 40 (Middle and High school combined)
  - Tuesday morning prayer group: 10
  - Wednesday evenings: 20-25

### **Christ Memorial's Vision for Worship**

- There is joy in worshipping as one body.
- There is a passion for a rich variety of music and the arts, utilizing the immense giftings of the congregation to worship God in powerful ways.
- There is a strong desire for CMC to be a place where all people and all generations are welcomed and loved, and where all generations can praise God together, encouraging one another in the faith.