



## PITTSGROVE PRESBYTERIAN CHURCH

March 18, 2019

**AVAILABLE POSITION:** Interim Pastor – ¾ time (36 hours)

**PURPOSE:** To provide spiritual leadership, pastoral care, administrative oversight, and organizational direction to the congregation during the time between installed pastors.

**RESPONSIBILITIES:**

1. Be a constant witness to the word of God, in example, service and sympathy.
2. Provide biblically based preaching and teaching ministry.
3. Encourage the congregation in the worship and service of God, enabling and encouraging the congregation for their tasks within the church and in their mission in the world.
4. Provide active leadership to the Session serving as its moderator, to provide leadership to the congregation and its organizations in supporting programs that will enable the church to grow in mission, and to supervise its professional staff.
5. Visit, contact, counsel, and care for the congregation including the poor, the sick, the lonely, the troubled, the hospitalized, and the dying.
6. Encourage the church body in their efforts to grow membership, seek new families, and provide opportunities of renewal and fresh commitment to the Word of God.
7. Assist the congregation in the transition process and mission development as it looks toward the future.

**RELATIONSHIPS:** Relates to the Session as the moderator; relates to other church boards and committees as ex-officio member; relates to congregation as pastor; relates to the Presbytery of West Jersey as a member; relates to the Committee on Ministry and its liaison.

**GOALS:** The Session and Interim Pastor will work together to lead the congregation through usual interim processes. In addition, the Session and Interim Pastor will develop plans for specific interim goals upon the arrival of the Interim Pastor. Goals identified may include some or all of the items below:

1. **COMING TO TERMS WITH HISTORY** – including working to resolve termination emotions and other concerns in order to move freely into the future.

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2. **DISCOVERING A NEW IDENTITY** – including working to understand who we are as a congregation at present and who God is calling us to be.
3. **FACILITATING SHIFTS OF POWER** – including working to encourage leadership gifts from all parts of the congregation.
4. **RECOMMITTING TO DENOMINATIONAL LINKAGES** – including continuing involvement with Presbytery, its missions, and resources.
5. **BUILDING COMMITMENT TO NEW LEADERSHIP AND A NEW FUTURE** – including engaging the congregation in developing a shared vision for the future.
6. **FACILITATE THE CALL PROCESS** – including working to update the mission study and serve as a resource to the PNC.

**LENGTH OF POSITION:** The interim pastor shall be invited to serve for a twelve-month period or until such time as an installed pastor is approved by the Pastor Nominating Committee, the congregation, and the Presbytery of West Jersey. If an installed pastor is not found within twelve months, the Session may seek to extend the offer, with COM approval, until the new pastor is installed.

**COMPENSATION OFFERED:** The Pittsgrove Presbyterian Church has a membership of 123. The church will provide housing in the church's Manse. A minimum effective salary of \$40,678 is offered for a candidate with five years experience. A minimum cash salary of \$31,291 is offered if the Manse is used. A minimum effective salary of \$42,634 is offered for a candidate with twenty years experience. A minimum cash salary of \$32,796 is offered if the Manse is used. The church will follow the West Jersey Presbytery's 2019 Compensation Policy for Pastors and adjust for years of experience. In addition, the following benefits are offered per West Jersey Presbytery's 2019 Compensation Policy: For 5 years experience (with or without use of Manse), \$2,250 for vouchered professional expenses, \$750 for vouchered continuing education expenses, \$11,000 for medical benefit dues, and \$4,881 for pension and death benefit dues. For 20 years experience (with or without use of Manse), \$2,250 for vouchered professional expenses, \$750 for vouchered continuing education expenses, \$11,000 for medical benefit dues, and \$ 5,116 for pension and death benefit dues.

Respectfully submitted,

Ruth Horton Williams  
Clerk of Session  
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