

LIVING WATER CHURCH
Position Description
July 2024

Position Title:

Intentional Interim Pastor

Responsible To:

Board of Elders

Summary Statement: The Intentional Interim Pastor of Living Water Church serves as the temporary senior leader and shepherd of the congregation, providing spiritual guidance and instruction to help the congregation grow to a deeper relationship with God and to demonstrate His love to our city and region with the purpose of fulfilling the Great Commission in Matthew 28. The Intentional Interim Pastor is responsible for assessing the health of Living Water Church, leading us in creating a roadmap for the next 3-5 years, recommending and implementing changes, resolving conflicts, and helping the congregation to call and welcome our next Senior Pastor.

Responsibilities:

1. Prayer, Spiritual and Visioning Ministry
 - Spend time with Elder Board and congregation in personal prayer and congregational sponsored events
 - Work with leadership and congregation to maintain core values of LWC
 - Lead the church to develop the vision God has for Living Water Church for the next 3-5 years, working together with God, the congregation, Elders, Trustees and ministry leaders.
2. Church Health Assessment & Conflict Resolution
 - Perform a comprehensive assessment of the health of Living Water Church, helping us to identify any “blind spots” that we need to address
 - Assist with conflict resolution and healing of past hurts
3. Oversee church life and pastoral acts (Shepherding)
 - Participate as a member of the Elder Board
 - Regularly attend the meetings of the Board of Trustees and Ministry Board to give visionary guidance
 - Oversee preparation and execution of worship services
 - Oversee church ministries
 - Assist ministry leaders with goal setting and problem solving

- Assist in the development of ministry programs
 - Officiate or delegate the facilitation of classes and activities associated with various sacramental ministries of the congregation (e.g. baptisms, dedications, communion, weddings, funerals, etc.)
 - Assist in congregational communication through publication and personal contact
 - Serve as the chief representative of the congregation and its ministries to visitors and other interested families and individuals
 - Provide a variety of counseling services; crisis, grief, pre-marital, marital issues, to the congregation and refer to external providers as needed
 - Visit and offer communion as necessary to members in need; members who are sick, hospitalized, in Hospice, elderly shut-ins, or ensure they are visited regularly
 - Ensure follow-up contacts with members and regular attendees who have recently become inactive
 - Perform other duties as agreed upon by the Board of Elders
3. Sermon preparation
 - Serve as key coordinator of the LWC preaching team
 - Ensure Biblically-based preaching and teaching messages
 4. Oversee staff
 - Mentor and disciple staff
 - Ensure supervision of all paid staff
 - Conduct job reviews for new staff at three and six months and thereafter once a year
 - Address staff performance issues in a timely fashion
 5. Facilitate and coach the Pastoral Search Team for the next Senior Pastor
 6. Maintain regular office hours as determined by the Board of Elders

Required Education, Knowledge, Skills and Giftings:

- Master of Divinity degree or a variety of education and experience that shows God's call and preparation for the work of ministry as pastor
- Significant experience as an intentional interim pastor
- Compassion for the least, the last and the lost who do not have a personal relationship with Jesus Christ as Lord and Savior

- Seek the fullness of God through the Father, Son and Holy Spirit growing in the gifts of the Spirit (I Cor. 12) and the fruits of the Spirit (Gal. 5:22-23)
- A desire to see the Great Commission fulfilled
- Ability to recognize conflict and implement resolution among congregation and staff in a timely fashion
- Recognizing the need of prayer to fulfill the ministry of the Church as well as the value of Christians fulfilling their call in the community and workplace
- Leadership and administrative skills to accomplish responsibilities previously listed

Other Requirements:

- Recognize Living Water Church is a Spirit-led, prayer-driven church, shepherded by a Senior Pastor who has final authority over the life and activities of this congregation in conjunction with the Board of Elders
- Ability to constructively carry the spiritual and emotional burdens of leading a growing, diverse congregation
- Spiritually healthy, prayerfully focused and growing in personal discipleship
- Maintain confidentiality pertaining to sensitive matters involving the church and any of its members