



## **Position Description**

**Position Title:** Interim Minister

**Reports to:** Governing Board

**Job Status:** Full-time, two-year term, onsite in Grand Rapids, MI

### **Our Community:**

Fountain Street Church is an independent non-profit church. Members and participants represent a wide variety of faiths. We strive to be a vibrant church community that challenges individuals to craft their own spiritual journeys and to engage in creative and responsive action in the world. Our church supports LGBTQ+ rights, women's reproductive rights, women's equality, local community organizations, and social action.

### **The Role of an Interim Minister:**

The Interim Minister will work *with* governing bodies, ministries, staff, and congregants to maintain effective church functions and prepare for our next phase of life together. It is an intentional ministry that must review the past, assess the present, and help build our future.

Interim Minister responsibilities are largely supportive and administrative, more like a great coach than a visionary CEO.

### **Requirements:**

Substantial training and experience specific to interim ministry. Certification is preferred.

Demonstrated commitment to interfaith or multicultural spiritual organizations.

Proven record of transformational leadership: modeling integrity, accountability, emotional intelligence, collaborative communication, conflict resolution skills, and a growth mindset.

Openness to different forms of worship and leadership models (including radical collaboration and the potential for a team of multiple lead ministers).

Attributes such as patience, flexibility, humility, and a sense of humor are critical to this role.

### **Goals for the Interim Period:**

- Sustain the current offerings of the church.
- Guide the congregation through coming to terms with its history, relationships with previous clergy and staff, and sense of loss and uncertainty.
- Assess and resolve internal conflicts and strengthen connections within the congregation.

- Deal with shifts in leadership roles that naturally evolve in times of transition.
- Promote a positive and inclusive culture.
- Help the Governing Board, lay leaders, and staff make any necessary changes to align church life and administration to the church's Vision, Mission, and Core Values.

**Primary Tasks:**

Collaborate with the Governing Board, staff, and other lay leaders to maintain the regular schedule of worship services and preaching, education, and pastoral care (including calling upon the sick and inbound, weddings, celebrations of life, and child dedications).

Provide management, supervision, and encouragement of all staff in the exercise of their responsibilities and ministries.

Examine church power structures and practices with an equity lens and explore leadership development opportunities.

Assist and support decisions regarding current issues facing the congregation, including, but not limited to: the church capital campaign, property development, staffing, renovations, financial stability; and the children, youth, and families program.

Facilitate active examination of organizational identity and assist in discernment toward the search process for settled clergy.

Attend meetings, teach workshops and do other work for the benefit of the entire church and community.

**Times of Work and Leave:** The Interim Minister's scheduled workweek is five days, which includes Sunday activities. The Interim Minister is expected to preserve at least one continuous twenty-four-hour period each week solely for personal use.

**Compensation:** Depending on experience and qualifications, the salary for the position is anticipated to be between \$100,000-\$120,000.

*Thank you for your interest in this position with Fountain Street Church. To apply, send a resume and cover letter to [fscinterimminister@gmail.com](mailto:fscinterimminister@gmail.com) by midnight on May 1st.* Applications will be reviewed on a rolling basis. Desired timeline for a hiring decision is by May 31st.