

## Position Description/Vacancy Announcement

**Position Title:** Transitional Pastor

**Position Location:** Robert A. Pinn Memorial Baptist Church, Philadelphia, PA

**Position Type:** Full-Time/Temporary with an estimated duration of 6–18 months. The Transitional Pastor will not be eligible to become the new Senior Pastor or remain on staff at Robert A. Pinn Memorial Baptist Church after the new Senior Pastor is selected.

**Position Reporting:** The Transitional Pastor will report to the Chair of the Pastoral Search Committee

**Position Summary:** Robert A. Pinn Memorial Baptist Church has an immediate opening for a full-time, experienced Transitional Pastor to help prepare and lead our congregation and staff into our next stage of Kingdom service. The Transitional Pastor will focus on preparing the church for the ministry of a new Senior Pastor, be responsible for the executive functions of the church, and act as the principal provider of spiritual leadership, growth, and health of the church until a new Senior Pastor is selected. Pinn Memorial is located in the Wynnefield section of Philadelphia, with neighborhoods of people from primarily African American ethnicity. For over 110 years, the Pinn Memorial Baptist Church (PMBC) has been an autonomous Missionary Baptist Church currently affiliated with the American Baptist Convention. We are strongly committed to discipleship, fellowship, equipping for ministry, love and care for our community, and proclaiming the Word of God. For more information about PMBC, please visit: [www.pinnmemorialbc.org](http://www.pinnmemorialbc.org).

This position will be open for application until filled. Initial consideration of candidates will begin after September 15, 2019.

### Qualifications:

#### Personal Knowledges, Skills and Abilities:

- Skilled Preacher/Teacher of God's Word, as informed by the Baptist tradition and empowered by the Holy Spirit, who can express God's love, grace and mercy in Jesus Christ
- Demonstrated competence in facilitating sensitive conversations with church leadership that result in shared understanding and commitments
- Demonstrated ability to build relationships within a congregation and staff
- Demonstrated ability to inspire others to pursue holiness and obedience to Scripture

- Demonstrated leadership experience in leading by example, delegating authority, and empowering staff

Requirements:

- Specific training and experience in helping churches through the senior pastor transition process
- Six or more years leadership experience at a medium to large church
- Minimum of six years head-of-staff experience leading and mentoring staff in a multi-staff environment
- Master of Divinity or greater

Desirable:

- Experience as a senior pastor of a church
- Successful experience in community outreach
- Experience with policy governance as applied to church governance

**Major Duties and Responsibilities:**

- Preach/teach most of the weekly sermons and officiate at Communion and Baptism services, funerals, and weddings, as needed
- Supervise associate pastors and church staff providing overall pastoral and operational leadership
- Work with church leaders to accomplish the following transitional ministry tasks: 1) Learn from the church's history; 2) Lead ministry heads in accomplishing and communicating the church's current vision and core values; 3) Support the ministries in their efforts to communicate their current vision and core values to the congregation; 4) Prepare the congregation and staff for a new Senior Pastor
- Maintain visibility and availability in the church office and be available for telephonic and other electronic communication during non-office hours
- Serve as ex-officio non-voting member of all ministries (deacons, deaconesses, trustees, missionaries, music, etc.). Work with ministries to better organize church's mission and communications structure
- Serve as a resource and/or advisor in the Senior Pastor search process

**Application Process:** To apply for this position, please submit your current resume to **pinnbcsearch@gmail.com** via email outlining your experience and relevant qualifications. In addition, please provide succinct responses to the following in your cover letter:

- Describe your relationship with Jesus Christ. How do you live out your faith in everyday life?
- Comment on the ways your personal theology and vision for leadership of the church **may** align with the vision and core values of Robert A. Pinn Memorial Church.
- Describe 2 or 3 experiences in your personal history that would translate to success in this position.
- What is most motivating or compelling about the Transitional Pastor position?

If you have any questions, please contact Michael Lewis or Chinita Coleman at the email address above.