

Bridge Pastor Job Description

Oak Hills Presbyterian Church

Purpose of Ministry	To share with the Transitional Pastor in the work of providing spiritual leadership, pastoral care, and organizational direction to the church during the interim between installed pastors while assisting in worship leadership, teaching, outreach, prayer, and fellowship events. To join with the Transitional Pastor in interceding for Oak Hills in prayer and prayerfully discerning (together with the Oak Hills Session) God's will for the Church during the pastoral interim. Ministry areas to emphasize include the spiritual formation of the Oak Hills staff and Session, teaching, discipleship, and pastoral care.
Spiritual Qualities	A living, authentic faith in the Lord Jesus Christ that is firmly grounded in the Scriptures and nurtured through the spiritual disciplines. A leader who is visionary, who can shepherd congregants while teaching the faith, and who can raise up new leaders in the work of the gospel.
Objectives	1. To help the congregation and staff fulfill their purpose (Gather, Grow, Glorify), exemplify the Oak Hills core values (Bible-Centered, Prayer, Missional, Empathy, Hospitality, Generosity, Wholeness, Sabbath), and achieve the vision goals set out in the Mission Study. 2. To effectively and passionately shepherd Oak Hills while keeping us grounded in God's Word.
Responsibilities	1. Equally share with the Transitional Pastor the work of preaching, leading in worship, and administering the sacraments. Support the Adult Spiritual Nurture team and the Transitional Pastor in the work of providing a teaching ministry which will encourage the spiritual growth of the membership and their outreach to the community in evangelism and mission.

2. Join with the Transitional Pastor in providing active leadership and encouragement to the Session, the congregation, and their organizations in articulating vision and developing programs reflective of our calling to be a community that is renewed by the Spirit and following Christ.

3. Assume leadership of the Congregational Care Team. Join with the Transitional Pastor in the work of overseeing, encouraging, and supporting the ministries of the Personnel, Worship, Finance and Stewardship, Mission and Outreach Committees.

4. Be available to Moderate the Session in the absence of the Transitional Pastor. Through leadership and training, inspire and equip the elders to become leaders helping to fulfill Oak Hills' purpose and vision goals.

5. Work with the Transition Consultant, Presbytery Committee on Ministry, the Oak Hills Session, Congregational Nominating and Pastor Nominating Committees assisting them in whatever way is needed to proceed with the work of hiring a new pastor.

6. Share with the Transitional Pastor the work of strengthening and building member faithfulness and stewardship through teaching and discipleship.

7. Share with the Transitional Pastor the work of mentoring others spiritually and individually through small groups and Bible study.

8. Share with the Transitional Pastor in the ministry of compassion, comfort, and hope through hospital calling, crisis counselling, home visitations. Perform wedding and funerals when the Transitional Pastor is unavailable to do so.

9. Participate in the work and ministry of governing bodies beyond the Session (Presbytery of the Cascades, Synod of the Pacific, General Assembly), as well as in ecumenical groups,

global Christian movements, and local community life as a representative of the congregation.

10. Plan for, and participate yearly, in educational programs for personal and professional development in consultation with the Personnel Committee.

11. Model self-care and a family-first approach to ministry by taking appropriate time off for rest and refreshment as needed and granted through benefits provided.

Accountability	To the Oak Hills Session and Congregation as “Minister of Word and Sacrament,” and to the Presbytery of the Cascades as an active member.
Relationships	Relates to the Oak Hills staff as a staff member or acting Head of Staff when the Transitional Pastor is away. Relates to the Session as alternate Moderator, Oak Hills members as Pastor, Commissions and Committees as ex-officio member and servant leader for the duration of the Pastoral transition. Relates to the Presbytery of the Cascades as active member.
Evaluation	Performance reviews will be conducted annually by the Personnel Committee, who will also annually review the adequacy of compensation (at a separate time from the performance review) and consider adjustments for Session and Congregational approval.
Hours	Half-Time Salary Exempt. Hours will be split between regular office hours and flexible time for completing responsibilities off-site. (Currently Vacation=4 weeks, study leave=2 weeks.)
Length of Contract	Employment as Bridge Pastor will last until the new Pastor/Head of Staff is hired. Initial Bridge Pastor contract will be for 6 months (maximum allowed). After that period, it can be renewed for up to another 6 months per renewal.
Inquiries and Application	Please contact Elder Larry Tetzke: ltetzke46@gmail.com