



TRANSITIONAL PASTOR JOB DESCRIPTION

Walnut Creek Presbyterian Church (WCPC) is seeking a full-time, experienced Transitional Pastor to help prepare and lead our staff and congregation into our next stage of Kingdom service.

WCPC is a storied, urban church with almost 140 years of history and about 450 active members. We have a rich history of community service and outreach in Contra Costa and Alameda Counties, as well as strong support for local and global missions. We currently have vibrant youth and women's ministries, a large, versatile campus, and a mid-week pre-school.

Our staff consists of an Associate Pastor of Discipleship: Directors include: Business Manager, Children's Ministries, Congregational Care, Student Ministries, Women's Ministries, and Weekday Preschool. In addition, there are associated support staff including interns and maintenance workers

Over the past 10 years, our church has experienced significant decline in membership and weekly attendance as we have struggled to adapt to a post-Christian Bay area environment. This has resulted in a reduction in programs and staff headcount. However, through this time we have also seen exceptional commitment from members to step in to volunteer and lead or help in any way possible.

Our Transitional Pastor will serve three primary roles: 1) staff and session leadership, 2) weekly teaching and 3) personal, congregational engagement. To accomplish those roles, we believe this leader will have a successful track record of:

Required Characteristics:

- **High Capacity, Discerning Leader** – ability to inspire staff and the congregation to act while helping us to cast an attractive vision of the future.
- **Gifted Bible Teacher** – excellent preaching/teaching ability that motivates people to be excited about God and the work He has for us in our families, at work and our communities.
- **Courageous Transition Coach** – highly competent in facilitating sensitive conversations with church leadership that result in shared understanding and commitments.
- **Strong Shepherding Skills** – a caring people magnet who takes joy in shepherding; innate care and love for people that results in relationship building.



Responsibilities:

- Weekly preaching/teaching
- Leading overall staff to maintain focus and enthusiasm during this time of transition
- Regular moderating of Session in addition to helping to solve any issues that may be inhibiting our ability to achieve our mission
- Interaction and encouragement of various ministry leaders and Deacons
- Act as a resource for the Pastor Nominating Committee and any ongoing Transition Team needs

Qualifications:

- Accomplished pastoral leadership of a large, multi-generational church
- Experience supporting a senior pastor transition
- Accredited Theological Seminary graduate
- Consistently endorsed as being highly relational
- Current member of ECO (Covenant Order of Evangelical Presbyterians), or other reformed denomination capable of serving in ECO
- Able to serve for a period of 12-18 months

Contact:

If you would like more information on the position, or would like to submit a resume for consideration, please feel free to contact Jan Gordon at WCPCapps17@gmail.com.