

First Presbyterian Church of Alameda
2001 Santa Clara Avenue
Alameda, CA 94501
(510) 522-1477
www.alamedachurch.com

July 10, 2026

INTERIM PASTOR – JOB DESCRIPTION

First Presbyterian Church of Alameda
Presbytery of San Francisco
Fulltime, Solo Pastor Position
Church Size < 70 members
Average Worship Attendance: 85 people
Church School Curriculum: Godly Play

The primary role is to work together with the Session and congregation through the transitional tasks of an interim period, as summarized by the following five focus points:

- a. Heritage: Recognizing and naming our history, and finding meaning in it.
- b. Mission: Who are we (now)? Who are our neighbors (now)? What is God calling this congregation to do (now)?
- c. Connections: Including denominational, geographic and technological connections.
- d. Leadership: Reviewing the membership needs and its ways of organizing and developing new and effective leadership within the congregation.
- e. Future: Naming a possible future for the congregation.

POSITION RESPONSIBILITIES

- Preach and Teach. Share and explore the word of God in relevant and meaningful ways. Preach to engage, challenge, and apply teachings of Jesus to our lives. Exhort us toward a mature faith in God through study and prayer.
- Worship Leader. Lead worship with praise, prayer, scripture, confession, reflection, and communion.
- Provide Pastoral Care. Be present for members and community in times of need. Provide counsel and comfort through difficult transitions. Celebrate joys and empathize with concerns.
- Lead, Manage, and Develop Staff and Volunteers. Inspire partnerships among staff and volunteers to align goals and resources. Train and encourage elders, deacons, and other lay leaders to be effective partners in ministry. Celebrate success and recognize service.
- Guide Transition through Calling a New Pastor. Partner with Session to develop and execute plans based on strengths and opportunities to realize the aspirations of our mission. Act as an advisor to the pastor nominating committee.

- Foster Outreach. Help believers become comfortable sharing their faith in respectful and creative ways. Prioritize evangelism imperatives and develop strategies to reach others in meaningful ways..
- Connect with Church Family and Community. Share in fellowship to deepen our relationship with God and each other. Understand our community, build relationships, and identify needs we may serve.
- Moderate Session. Preside at meetings and guide elders to lead committees and deepen our church's spiritual life.

LEADERSHIP COMPETENCIES

- Preaching and Worship Leadership that connect
- Compassionate care for the congregation
- Spiritual Maturity
- Technologically Savvy
- Organizational Agility
- Collaborative working style
- Interpersonal Engagement
- Motivator and coach
- Flexibility in style and content
- Inspiring and engaging preaching skills, with a passion for teaching and learning
- Intellectually, spiritually, and emotionally grounded in the teachings of the Bible
- Can apply Bible study and teaching to relevant applications in today's world
- Can encourage and guide those in different places on their personal faith journeys
- Disciplined to balance ministry demands and priorities with personal time for solitude, reflection, and renewal
- Effective people leadership skills in staff and volunteer context -- to inspire, manage, and lead
- Solid administrative and organization abilities
- Can articulate current challenges and evolving role of the church in the world
- Displays a welcoming and inclusive demeanor; accessible and approachable
- Relates well to people of different generations and backgrounds, including children and youth
- Experience in culturally-diverse communities
- Ability to foster and facilitate honest and constructive conversations that are grounded in positive intent, the realities of a church in transition, and future possibilities.
- Understands church finances, encouraging stewardship and giving

EFFECTIVE SALARY:

Salary:	\$66,500
Housing Allowance:	<u>\$28,500</u>
Total:	\$95,000

Reimbursement Allowances:

Auto Reimbursement:	\$1,000 per year
Study Allowance	\$1,000 per year
Professional Expenses:	\$1,500 per year

Board of Pensions, including medical and dental for pastor and eligible dependents

Contact Information:

Interim Search Committee Chair:

Elder Lorene Eggett – email: leggett2261@gmail.com

Clerk of Session: Elder Jackie Barker – email: jackieb6j@yahoo.com

Church Office: office@alamedachurch.com

Website: www.alamedachurch.com