

## **Intentional Interim Minister Position Description**

### **Position Summary**

The Intentional Interim Minister will serve Plymouth Congregational Church of Minneapolis as a vital transitional leader for an 18–24-month period, providing guidance in collaboration with current clergy and congregational leadership. This role will involve clarifying the church's purpose and priorities, fostering healthy communication and conflict resolution to strengthen the community, and evaluating systems and structures - including clergy and financial models. The Intentional Interim Minister will support the congregation in discernment and preparation for a settled minister. Plymouth Congregational Church is a progressive faith community rooted in the Christian tradition and committed to embodying radical love and justice.

### **Key Responsibilities**

#### **1. Clergy Collaboration and Shared Ministry**

- Serve in a collaborative, co-equal role with the existing clergy, leading the intentional interim work rather than managing day-to-day church operations. The Interim Minister will report to the Deacons, as does the current clergy.
- Partner with the clergy in planning and leading worship services.
- Provide pastoral care as time allows and as needed by the congregation.

#### **2. Congregational Engagement**

- Guide the congregation in exploring and clarifying our purpose and theology, fostering a shared understanding of unconditional love, compassion, and justice rooted in the teachings and spirit of Jesus. Help to deepen our collective commitment to values such as cooperation, forgiveness, reconciliation, and justice that flow from these teachings.
- Foster a culture of healthy, constructive conflict management and resolution.
- Provide leadership by attending and participating in Deacon and Leadership Council meetings, encouraging open communication and collaboration across church boards, initiatives and committees.
- Following the clergy model assessment, if the Deacons recommend proceeding with a search for a settled minister, the Intentional Interim Minister may support the search and discernment process and help prepare the congregation for this transition.

#### **3. Governance and Organizational Implementation**

- Review and suggest adaptations to current governance to align with the church's goals and congregational needs.
- Assess and identify opportunities for improvement in church processes, structure, and systems to support a healthy organizational culture. Including evaluation of the current clergy model, addressing any potential adjustments for the future.
- Support resource planning and decision-making related to key organizational priorities, including staffing, capital campaigns, property development/renovations, and financial stability.

#### **4. Campus Task Force Partnership**

- The Campus Task Force is working to advance a vision for Plymouth to move beyond comfort and privilege as a Christian Congregational Church, becoming a visible force for systemic change addressing economic, environmental, social, and racial injustices.
- The Intentional Interim Minister will serve as clergy liaison and partner with the Campus Task Force, helping engage the congregation in a discernment process around the central questions: "What is God calling Plymouth to be today? How do we love ourselves and our neighbors?"
- This work connects with other key responsibilities, underscoring its importance as a core part of the church's mission and vision, rather than a separate effort.

#### **Qualifications**

- Ordained minister, MDiv or equivalent.
- Progressive theological perspective.
- Minimum of 10 years of demonstrated church leadership excellence, preferably in a large church (500+ members).
- Certification as an Intentional Interim Minister, with training in appreciative inquiry, conflict resolution, and congregational systems thinking.
- Previous experience as an Intentional Interim Minister.
- Exceptional interpersonal skills, able to engage people of all ages and backgrounds.
- Strong public presence and commitment to fostering spiritual and theological depth.
- Deep listening skills and capacity for bold, constructive action.
- Experienced in strategic planning, community building, and diverse governance models.



- Outstanding organizational, administrative, and human resources skills.

### **General Information**

- Full-time, exempt position
- Salary commensurate with experience and aligned with current clergy compensation guidelines
- This role offers unique opportunities for professional and spiritual growth within a collaborative and dynamic congregational environment.

### **Application Instructions**

Please email a single document containing both your cover letter and profile/resume, along with a link to a sermon, to See Chang at [admin@uccmn.org](mailto:admin@uccmn.org) or Cindy Mueller at [cindym@uccmn.org](mailto:cindym@uccmn.org).