

Transitional Pastor – Job Description

Gracepoint Community Church

Position Summary

The Transitional Pastor provides spiritual leadership and pastoral care during a church's period of transition following the departure of a previous pastor. This termed role is focused on helping the congregation navigate change with grace while laying a solid foundation for future ministry. In collaboration with the leadership team, denominational representatives, church staff, and the wider church community, the Transitional Pastor fosters healing, unity, and strategic growth.

General Responsibilities

1. Oversee Gracepoint's Operational Effectiveness

- Manage the human resource needs of Gracepoint staff.
- Ensure operational effectiveness, ensuring each staff member is achieving departmental objectives.
- Provide transitional support, guidance, and leadership for staff.
- Oversee facility management and maintenance.

2. Provide Closure to the Previous Pastor's Tenure

- Address past events in a way that releases the congregation to embrace God's future direction.
- Counsel and support individuals through grief and loss while celebrating the past.
- Help the congregation process and move forward in a healthy manner.

3. Lead the Sunday Morning Team

- Discern, plan, and preach sermon series.
- Collaborate with the Sunday Morning Team to plan and lead worship services.

- Officiate special events such as baptisms, funerals, and seasonal programs (e.g., Easter) as needed.
- Cultivate a church culture that reflects Christ's example of leadership.

4. Provide Leadership, Support, and Mentoring to Church Staff and Leadership Team

- Attend relevant committees and meetings to ensure a smooth transition.
- Offer counsel on issues related to the church's health during the transition period.
- Coordinate meetings with the Leadership Team Chair.
- Maintain regular communication with denominational representatives, utilizing their assistance as needed.

5. Pastoral Care and Discipleship

- Provide leadership in pastoral care and discipleship for the congregation.
- Offer guidance on enhancing or creating opportunities for deeper community connection.

6. Additional Responsibilities

- Promote community engagement through active congregational participation.
- Address conflicts related to the former pastor or unresolved issues, seeking outside assistance when necessary.
- Foster and nurture healthy relationships within the church community.
- Conduct assessments of the church's needs and recommend improvements across all areas of church life.
- Evaluate current structures and recommend changes with external consultation if required.
- Review and suggest policy and procedural updates to the Leadership Team.
- Support the pastoral search process in collaboration with the search committee and denominational representatives.

Core Competencies

The ideal candidate for the Transitional Pastor role will demonstrate the following competencies:

- Spiritual Leadership & Biblical Teaching
Models Christ-like character and provides biblically sound, relevant teaching that fosters spiritual growth within the congregation.
- Change Leadership & Transitional Guidance
Leads the congregation through seasons of change with discernment, grace, and strategic foresight, helping individuals process transition healthily.
- Conflict Resolution & Mediation
Addresses conflict with wisdom, impartiality, and a focus on reconciliation, fostering unity within the church body.
- Pastoral Care & Relational Shepherding
Provides compassionate pastoral care, actively builds relationships, and nurtures the spiritual and emotional well-being of the congregation.
- Team Leadership & Staff Development
Offers supportive leadership and mentoring to church staff and lay leaders, promoting collaboration, accountability, and professional growth.
- Organizational & Operational Oversight
Competently manages the church's operational functions, including human resources and facility oversight, while evaluating and improving organizational effectiveness.
- Vision Casting & Strategic Thinking
Discerns and articulates God's direction for the church during the transitional period, developing strategies that prepare the church for its next season of ministry.
- Communication & Interpersonal Skills
Communicates clearly and effectively in both public preaching and personal interactions, building rapport across diverse ages and backgrounds.
- Denominational Alignment & Collaboration
Engages effectively with denominational representatives, understanding denominational processes and utilizing external resources to support the church's mission.

- Emotional & Spiritual Maturity
Demonstrates resilience, humility, and emotional intelligence, maintaining strong personal spiritual disciplines and healthy ministry boundaries.

Education and Experience

- Bachelor's degree in theology, ministry, or related field required; Master of Divinity or equivalent preferred.
- Minimum of 5 years of pastoral or ministry leadership experience, preferably in a church of similar size and setting.
- Proven track record of effective preaching, teaching, and pastoral care.
- Relevant experience assisting churches in transition is a benefit

Compensation:

Salary range of \$80,000–\$110,000, commensurate with experience and qualifications.

This is a full-time term position located out of Surrey, BC. All candidates must be in the greater Vancouver area.

Please send your application and letter of interest to employment@gracepoint.ca

Job Posting Open until Sep 15, 2025