UNIVERSITY Presbyterian Church | ESTD 1908
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Transitional Senior Pastor	
Department: Executive Team	
Reports To: UPC Session	
Hours/Week: 40 Hours/Week	**FLSA Status**: Salaried, Executive Exempt
Schedule: Sunday-Thursday, some evenings, weekends, & overnights	**Job Class:** Executive Director
Benefit Eligibility: Full Time Benefited	**Location**: UPC Main Campus and auxiliary properties
Salary Range: $150,000 - $170,000/year	**Start Date:** September/October 2025

SUMMARY

The UPC mission is: We are a family of communities joining Jesus to transform our lives and the lives of neighbors at the University of Washington, in our neighborhoods, and all around the world.

The Temporary Senior Pastor plays a pivotal role in guiding the congregation through a period of transition and preparing it for the next phase of ministry. Serving as both Head of Staff and Head of the Executive Team—which includes the Executive Director of Ministry and the Executive Director of Operations—this leader is responsible for providing spiritual leadership, pastoral care, and administrative oversight.

Key responsibilities include offering transitional guidance to the Session, Staff, and congregation during the interim between permanent senior pastors. Throughout this period, the Temporary Senior Pastor prioritizes a Christ-centered ministry rooted in teaching, compassion, and faithful care.

RESPONSIBILITIES

- Lead two worship services on Sundays (averaging 2-3 Sundays a month), preach biblically grounded relevant sermons, and develop the preaching plan for their term.
- Administer the Sacraments (Baptism and Communion).
- Moderate Session.
- Serve as Head of Staff managing the Executive Team and attending relevant staff meetings.

- Visit congregants as assigned, welcome new members, and engage relationally with college students and young adults.

Transitional Pastoral Leadership with the goal of helping us improve practices and transition to a new head pastor.

- Assisting Session, Staff leaders and Congregation in healthy transition between Senior Pastors.
- Guide Session and staff in assessing whether the church's strategic mission, vision, and values align with its current direction.
- Identify challenges and areas of concern and opportunities requiring resolution. and work with Session to resolve or implement prior to hiring of Senior Pastor.
- Evaluate the staffing structure and provide input and guidance for optimization**.**
- Prepare Congregation, Staff and Session for next Senior Pastor by developing healthy practices and expectations for change.
- Provide reflection and healing opportunities when needed among staff and congregants to foster an environment of Christian unity.
- Serve as an objective resource in the interview, hiring and transition to new Senior Pastor

PERSONAL EXPECTATIONS

- Commitment: An active and vibrant relationship with Jesus Christ as Lord and Savior. A genuine desire to help a growing community in Seattle transition to a new head pastor.
- Character: Constructive attitude, genuine humility, spiritual vitality, and teachable spirit.
- Competence: Resilience, flexibility, congregation-focused, results-driven, and Christ-honoring excellence.
- Chemistry: Relationally intelligent, works collaboratively, and shared commitment to vision of UPC.

QUALIFICATIONS

- Deep and growing faith in Jesus Christ and a theology consistent with the mission of UPC. Theological alignment with UPC as expressed by the Essential Tenets (https://www.upc.org/what-we-believe/).
- M.Div. or equivalent
- A minimum of 7 years in pastoral leadership of a large congregation.
- Cross-cultural competency and awareness.

- An ability to influence, build relationships, and foster the relational development of others.
- Ordained PCUSA or RCA teaching elder in good standing.

SPECIAL/OTHER

- This position may include some travel, overnights, and a flexible schedule to respond to ministry needs.

TO APPLY

Please complete our application.