

PASTOR FOR CONGREGATIONAL CARE

Position Description | 2024



Plymouth
UNITED CHURCH OF CHRIST



POSITION DESCRIPTION

Plymouth Congregational United Church of Christ, Des Moines, Iowa, seeks an experienced and energetic full-time Pastor for Congregational Care. This position will report to the Senior Pastor and collaborate with the pastoral team. This is a full-time, in-person, salaried position. The candidate will be regularly involved with weekend worship, general staff responsibilities, and pastoral duties.

The primary function of this role is to assist with the weekly pastoral care needs of Plymouth Church. These pastoral duties include pastoral visits and attentiveness to the general care of the congregation. This pastor will serve as the pastoral staff advisor for the Board of Congregational Care, collaborating with its various committees for meaningful and engaging ministry. This pastor will also provide pastoral leadership and support to Plymouth's Stephen Ministry.





SALARY & BENEFITS:

- Base salary of \$70,000 to \$80,000
- 403b contribution of 14% of base salary
- 90% of employee's health insurance premium
- 90% of employee's dental insurance premium
- 4 weeks of paid vacation
- 2 weeks of professional development
- 4 additional weekends off per year
- Week after Christmas and week of July 4th off
- Some reimbursement for moving expenses is available
- Sabbatical after five years of continuous employment

ADDITIONAL BACKGROUND:

Plymouth Church first gathered in 1857, the same year Des Moines was named the state capital. Throughout our history, the people of Plymouth have appreciated progressive theology, social justice, and community engagement. In 2023, Plymouth celebrated being open and affirming for 30 years. Plymouth is one of the largest congregations in the United Church of Christ, with an active membership of more than 2,500. Plymouth has more than 20 full-time pastoral and program staff members and more than 25 part-time staff members. These part-time positions support Plymouth's dynamic and expansive children and adult music and arts programs. Plymouth is a teaching congregation with a 27-month pastoral residency program (Transition into Ministry) for first-call pastors. All Plymouth pastors and program staff guide resident TiM pastors in their spiritual and professional development.

QUALIFICATIONS

Successful candidates' key qualifications are openness to learning, the ability to work in a collaborative environment, a strong theological foundation, and a commitment to purposeful innovation and relationship building.

- Seminary or theological education (MDiv, MTS, MA, MAR, etc.)
- Experience in a mid-to large-size congregation preferred
- Ordination preferred
- Affirmation of progressive theology
- Organizational and administrative skills
- Willingness to engage with technology and church management systems
- Strong influence and communication skills

Intangibles:

- We care about one another and work to achieve common goals.
- We value collaboration and teamwork.
- We share failures and successes.
- We speak well of one another.

EQUAL EMPLOYMENT OPPORTUNITY

Plymouth welcomes candidates from various denominational backgrounds. Plymouth values diversity in all facets, and all qualified applicants will receive consideration for employment without regard to race, color, sex, sexual orientation, gender identity, national origin, ancestry, age, disability, or veteran status.





LIVING IN DES MOINES

Des Moines, Iowa's capital city, is the fastest-growing Metro in the Midwest and is regularly ranked as one of the top cities to live in by U.S. News. Great schools, affordable housing, a budding food culture, strong arts and entertainment offerings, several annual festivals, and drivable access to several other large cities help make Des Moines a desirable city. Extensive recreational trails, rivers, and parks also make Des Moines an easy place to enjoy.

In addition to the amenities of the city, Des Moines is progressive for the region and has a welcoming culture. The city and surrounding suburbs provide many different living options within a short commute from Plymouth. People living in the area describe it as having the best elements of small and larger cities.

[Comparative information on Iowa](#)

[Des Moines is in the Top 20 Best Cities to Live In](#)

[Catch Des Moines](#)

APPLICATION PROCESS

Applications will be reviewed until the position has been successfully filled.

To apply, please submit a letter of interest and resume to Rev. Dr. Jared Wortman, emailing these materials to jwortman@plymouthchurch.com.



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