

PASTOR FOR SOCIAL JUSTICE AND SPIRITUAL FORMATION

Position Description | 2024



Plymouth
UNITED CHURCH OF CHRIST



POSITION DESCRIPTION

Plymouth United Church of Christ, Des Moines, Iowa, seeks an experienced and energetic full-time pastor for social justice and spiritual formation. 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 as assigned, such as preaching and pastoral visits.

Social Justice: Plymouth's bold social justice presence is a hallmark in the community and is often cited as a reason for new members joining the congregation. We are committed to advancing justice, equity, and compassion in and beyond our community. The candidate filling this position will be the pastoral staff member directing Plymouth's Board of Christian Social Action and its committees, implementing a multi-generational approach to social justice education, collaboration, and advocacy. Plymouth has numerous social justice committees actively engaging in anti-racism work, LGBTQIA+ advocacy, creation care justice, community food and housing collaborations, peace and nonviolence initiatives, refugee and immigration efforts, and broad-based community organizing. We believe justice work at Plymouth is at its best when it is informed, intergenerational, and supported.



Spiritual Formation: We value situating social justice work as an essential part of living our faith. The candidate will also be responsible for developing and sustaining robust theological formation and education for adults. Recent offerings in this area include a weekly Sunday morning Fellowship Forum, special classes, all-church book discussions, and retreats. The candidate filling this position will also be the pastoral staff member directing the Board of Spiritual Growth and Adult Education, advancing a long-term vision for lifelong education and spiritual formation in a way that is consistent with the broader worshiping life of the congregation. The candidate filling this role will shepherd this established and critical area of mission at Plymouth.



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 graduate education (MDiv, MTS, MA, MAR, etc.) and ordination are preferred
- Experience in a mid-to large-size congregation preferred
- Openness to the United Church of Christ and 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.

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 20 part-time staff members. These part-time positions support Plymouth's dynamic and expansive children and adult music and arts programs.



LIVING IN DES MOINES

Des Moines, Iowa's capital city, is regularly ranked as one of the top 20 best cities to live in by U.S. News. Great schools, affordable housing, a budding food culture, several annual festivals, and drivable access to several other large cities help make Des Moines a desirable city to live in. 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

Ideally, the successful candidate will join Plymouth's pastoral staff on or before September 1, 2024.

The priority deadline for this position is May 1, 2024. 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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