



The First Presbyterian Church
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Dear members and friends of FPC Southold:

We are thrilled to announce that we've called **Rev. Paul Kirbas, D.Min Ph.D**, as our Interim/Transitional Pastor, and his wife **Rev. Jennifer Kirbas, M.Div D.Min**, as our volunteer Parish Associate! Paul has spent 36 years in ministry, with his last four positions as an interim pastor in Florida and New Jersey. Jennifer was an interim pastor in Oklahoma City, and has a particular focus on pastoral care. They are the parents of two sons, who live in Oklahoma City.

In addition to serving as our pastor and moderator of Session, Paul will lead us through a self-study process. The goal is to determine who we are as a congregation, what we're called to be and do in the next phase of our church's life, and what type of pastor we need to lead us in those goals.

Jennifer will offer her help as needed, including serving as the pastoral resource for the Deacons, the Hospitality & Fellowship Committee, and the Mission Committee. She will also offer pastoral care visitations and serve in the preaching rotation every six weeks or so.

The Interim Process

While we may want to move quickly to call our next installed pastor, we've learned that it's best to pause and regroup after the departure of a long-term pastor. Congregations that skip the important steps – including grieving – could wind up with an unhealthy pastoral relationship. And pastors who are looking for their next call are much more likely to choose a congregation that has done the important work of self-reflection.

As an interim pastor, Paul is clear that it's not his place to direct a church. He is there to help the church decide for themselves who they are and where they're called to act. After taking some time to get to know us and start forming relationships, Paul will ask for volunteers to form a lay-led transition team, with broad representation from the congregation. We'll work together to identify our core values, revisit our Vision and Mission Statements, and revise them as necessary.

Once that work is done, we'll form a Pastor Nominating Committee to search for an installed pastor. The entire process typically takes from 18 months to two years. We encourage you to participate in this important work and ask for your continued prayers for our congregation.

Let's get together

Please join us for a welcoming reception after worship on **Sunday, December 6** to meet Paul and Jennifer. We look forward with joy to this new phase in the life of our church.

Sincerely,

Karen Murray, John Touhey, Bryan Knipfing, Jan Falkowski and Carol DeLong