



PROFILE

Steve serves as director of the Collaboration Group of the Tennessee Baptist Mission Board in Franklin, Tennessee. Prior to coming to the TBMB staff, Steve served for over 17 years as a pastor in Northeast Tennessee. He is a graduate of Carson-Newman University and holds a Doctor of Ministry degree in Evangelism and Church Growth from The Southern Baptist Theological Seminary in Louisville, Kentucky. Steve is married to Donna Parton Holt and has three adult sons, two daughters-in-law, and four grandchildren.

CONTACT

PHONE:
615-210-4532

EMAIL:
pastorstevoh@aol.com

HOBBIES

Reading
Gardening
Hiking
UT Sports

STEVE HOLT

EDUCATION

Carson-Newman University 1980 - 1984

Bachelor of Arts in History cum laude, Outstanding Graduate in History

Emmanuel Christian Seminary 1990 - 1993

Master of Divinity with honors

The Southern Baptist Theological Seminary 1997 - 1999

Doctor of Ministry from the Billy Graham School of Evangelism and Church Growth

WORK EXPERIENCE

Hickory Cove Baptist Church, Rogersville, TN (Pastor) 1986–1993

Implemented changes to the small group structure, expanded the youth program, and saw several families added to the church.

First Baptist Church, Surgoinsville, TN (Pastor) 1993–2003

The church experienced a significant period of growth, expansion, and innovation. The average attendance doubled and the budget tripled during my tenure there.

Tennessee Baptist Mission Board, Franklin, TN (Collaboration Group Director) 2003–Present

I served as a specialist, ministry strategist, and team leader before receiving my current position as Collaboration Group Director.

CHURCHES SERVED AS INTERIM PASTOR

FBC, College Grove 2003-2004
Cannon Community 2007-2008
Trinity BC, Manchester 2009-2010
West Franklin BC 2013-2014
FBC, Waverly 2015-2016
Belle Aire BC 2018-2019
FBC, Fairview 2020-2021

Cragfont BC 2005-2007
Harvest View 2008-2009
Northside BC 2010-2012
FBC, McMinnville 2014-2015
Chapel Hill CBC, 2017
Grace BC, Nashville 2019-2020
Victory BC, Mt. Juliet 2022-2023

Job Description: Transitional Interim Pastor

FBC Dickson – Dickson, Tennessee

Position Summary

The Transitional Interim Pastor (TIP) serves as the primary spiritual leader and shepherd of FBC Dickson during the season between settled pastors. This role provides continuity in preaching, pastoral care, staff leadership, and organizational guidance while preparing the church for its next season of ministry.

The TIP partners closely with the **Transition Team** and church leadership to guide the congregation through a healthy and intentional transition process — addressing both spiritual and structural health — and developing a **Transitional Roadmap** that strengthens the church's unity, mission, and readiness for the next senior pastor.

Reports To

The Personnel Committee and Transition Team.

Position Type

Part-time, contract position, typically lasting **12-24 months**, renewable as needed.

Expected availability: **3–4 days per week**, including Sundays and key ministry meetings.

Primary Responsibilities

1. Preaching and Worship Leadership

- Provide consistent, biblically faithful preaching on Sundays and other scheduled services.
- Collaborate with the worship team to plan and lead services that align with FBC Dickson's mission and culture.
- Serve as the visible spiritual leader, modeling prayer, humility, and dependence on God.

2. Pastoral Care and Leadership Presence

- Provide pastoral care through visitation, counseling, and crisis ministry.
- **Provide leadership, encouragement, and coaching to staff members**, maintaining morale, unity, and ministry focus during the transition.
- Offer counsel to the Personnel Committee regarding staff structure, responsibilities, and ministry alignment.

3. Transitional Leadership

- Partner with the **Transition Team** to develop and implement a **Transitional Roadmap** for church health and pastoral readiness.
- Lead the congregation through a process that includes:
 - Reviewing church history and identifying key patterns of ministry.
 - Reaffirming mission, vision, and values.
 - Facilitating reconciliation and healing where needed.
 - Clarifying governance, leadership roles, and decision-making systems.
 - Preparing the congregation spiritually and organizationally for the pastoral search process.

4. Administration and Communication

- Maintain open and regular communication with staff, leadership teams, and the congregation.
 - Participate in staff meetings and ensure alignment with the church's mission and goals.
 - Support stewardship and transparency through clear communication and collaboration.
 - Ensure consistent messaging across ministries in alignment with FBC Dickson's Communications Policies and Procedures.
-

Qualifications

- Ordained minister in good standing with a Southern Baptist church.
 - Minimum 10 years of pastoral experience; prior transitional or interim ministry experience preferred.
 - Demonstrated ability in leadership coaching, conflict resolution, and organizational health.
 - Strong preaching and communication skills marked by grace, humility, and biblical integrity.
 - Agreement with the **Baptist Faith and Message (2000)**.
-

Core Competencies

- **Relational Shepherd:** Builds trust and cares well for people in diverse settings.
 - **Strategic Leader:** Brings clarity and direction during seasons of uncertainty.
 - **Bridge Builder:** Facilitates healing, unity, and congregational renewal.
 - **Communicator:** Transparent, collaborative, and encouraging in all relationships.
 - **Coach and Mentor:** Invests in staff development and ministry effectiveness.
-

Transitional Interim Pastor-Questionnaire form

1. How do you personally stay spiritually healthy and grounded during a season of leadership transition?
 - a. The daily discipline of prayer, bible study, and constant surrender to the Lordship of Christ.

2. What does it mean to you to shepherd a congregation that's between pastors?
 - a. I believe God called me to the interim ministry over 20 years ago when I accepted His call to serve on the TBMB staff. I believe He has gifted me to be able to lead and shepherd effectively while understanding that my priority is to prepare the church for the man that God has chosen to be their next pastor.

3. How would you describe your preaching style and approach to sermon preparation?
 - a. My goal is to be real, transparent, and conversational in my delivery, while preaching biblical sermons that are pointed toward sharing the gospel, edifying the body of Christ, and challenging the listeners to respond to the Holy Spirit's leadership. I try to be responsive to the Spirit's leadership in my sermon planning and preparation.

4. How do you balance truth and grace when leading a congregation through sensitive issues?
 - a. We are God's family. He is our Father and we are His children. In any family, issues arise that have to be addressed openly and honestly. The Father has revealed His will and plan in His Word, so we need to hear what His Word says in any given situation. His children can hear His Word and correction best when they understand it from the context of a Father's unconditional love.

5. Describe a time when you helped a church navigate a season of change or conflict. What was your approach?
 - a. On more than one occasion, I have served churches that were hurting, conflicted, and at times even angry at one another. My approach is not to run from the rawness of their emotions, but to address them lovingly and honestly through the Word. God's Word has much to say about how we treat one another.

6. What do you see as the key priorities in the first 90 days of a transitional pastorate?
 - a. 1. Access the spiritual climate of the congregation and address any issues that may be quenching God's Spirit from moving among the body of believers.

2. Help the leadership and the congregation reconnect with the mission and values of the church, as well as establish a baseline vision for the church's future. Vision builds excitement and anticipation among the people and energizes the pastor search process.

3. Create an atmosphere of prayer among the people.

7. How do you discern when a church is ready to begin a pastoral search?
 - a. When there is general agreement among the leaders that any conflicts or barriers that were holding the church back have been or are being addressed effectively. Also, when there is enough clarity about the future direction of the church to adequately inform the pastor search process.

8. What have you learned from previous interim or pastoral leadership experiences that would shape your work here?
 - a. Work on modeling healthy relationships among the staff, key leaders, and the congregation as a whole. Create an atmosphere of transparency and trust.

9. How do you provide encouragement and accountability to ministry staff during a period of uncertainty?
 - a. Spend time with them individually and as a group. Work with them to establish intermediate goals for their ministry areas. Try to create the best ministry environment possible.

10. Tell us about a time you coached or developed another leader. What did you focus on?
 - a. Helping them better understand their calling, gifting, and how their uniqueness can best be used for God's glory and their ability to live a joyful, rewarding life.

11. How do you build trust with a church staff when stepping into an interim role?
 - a. I always seek to be open, transparent, and available. I promise that I will make time to listen to them and be an advocate for them and their ministry as long as they promise to give the Lord and His church their best. When there are issues to be addressed, I will address them first with the staff member and try to work them out before taking anything to the leadership of the church.

12. What role should a Transition Team play in leading the church through this process, and how would you partner with them?
 - a. The Transition Team is key to helping to re-establish the mission, values, and vision of the church, as well as determining the kind of pastoral leader the church needs to move forward. I have worked very closely with the Transition Teams at the churches I have served in the past.

13. How would you assess the overall health of a congregation during a transition?
 - a. By spending time with the staff and key leaders first to determine their spiritual and emotional health. Then listening to the congregation as well. W. A. Criswell's advice to "walk slowly through the crowd" is a short way of emphasizing the importance of spending time talking and listening to the people.

14. What are some practical steps to rebuild unity or restore confidence in leadership?
 - a. Be the kind of leader people can trust and follow. Encourage the staff to serve with enthusiasm and humility. Help the congregation learn how to celebrate again by pointing out any "wins" that we see along the way. Foster an atmosphere of joyful anticipation.

15. How do you approach preaching and leadership in a church that has experienced division or fatigue?
 - a. Preach with enthusiasm, lead by example, celebrate the goodness and blessings of God, and never lose sight of the glorious good news of Jesus and His love.

16. How do you ensure consistent and transparent communication with the congregation?
 - a. Always be consistent and transparent in my communication. Don't have "secrets" or "insider information".

17. How would you navigate differences of opinion between the Transition Team, Deacons, and staff?
 - a. Create an environment where differing opinions can be discussed, deliberation can happen, and--under the leadership of the Word and the Holy Spirit--consensus can be achieved.

18. What does effective collaboration look like in a Baptist congregational setting?
- a. Agreement around the church's mission, an understanding of the church's "actual" and "aspired" values, and a general sense of where God is leading the church in the future are key components in creating an environment where people can bring their passions, talents, and gifts to the table to make that vision a reality. Leaders must be willing to constantly keep those items before the people and challenge them to work together to accomplish God's preferred future for the church.
19. What would a successful transitional season look like to you?
- a. The church joyfully receives the man that God has uniquely called and equipped to serve as their pastor and leader to accomplish the vision they know God has given them.
20. When you complete a transitional pastorate, what indicators tell you the church is healthy and ready for its next pastor?
- a.
 1. A spirit of unity born out of genuine repentance and reconciliation. A people who are together and have a "mind to work".
 2. Joyful anticipation about the next chapter in the life of the church.
 3. Less talk about what is wrong with the church and more talk about what God is doing among the people.

TRANSITIONAL INTERIM PASTOR COVENANT

Steve Holt AND FIRST BAPTIST CHURCH DICKSON, TENNESSEE

Position Summary

The Transitional Interim Pastor (TIP) will serve as the primary spiritual leader and shepherd of FBC Dickson during the season between full-time pastors. This role ensures continuity in preaching, pastoral care, staff leadership, and organizational guidance while preparing the church for its next season of ministry.

The TIP partners closely with the **Transition Team** and church leadership to guide the congregation through a healthy and intentional transition process — addressing both spiritual and structural health — and developing a **Transitional Roadmap** that strengthens the church's unity, mission, and readiness for the next senior pastor.

This position reports to the Personnel Committee and Transition Team.

Position Type

Part-time, covenantal position, typically lasting **12 months**, renewable as needed.
Expected availability: **3–4 days per week**, including Sundays and key ministry meetings.

Primary Responsibilities

1. Preaching and Worship Leadership

- Provide consistent, biblically faithful preaching on Sundays and other scheduled services.
- Collaborate with the worship team to plan and lead services that align with FBC Dickson's mission and culture.
- Serve as the visible spiritual leader, modeling prayer, humility, and dependence on God.

2. Pastoral Care and Leadership Presence

- Coordinate pastoral care through the ministry staff who will provide visitation, counseling, and crisis ministry in the absence of a full-time senior pastor.

- Provide leadership, encouragement, and coaching to staff members, maintaining morale, unity, and ministry focus during the transition.
- Offer counsel to the Personnel Committee regarding staff structure, responsibilities, and ministry alignment.

3. Transitional Leadership

- Partner with the **Transition Team** to develop and implement a **Transitional Roadmap** for church health and pastoral readiness.
- Lead the congregation through a process that includes:
 - Reviewing church history and identifying key patterns of ministry.
 - Reaffirming mission, vision, and values.
 - Facilitating reconciliation and healing where needed.
 - Clarifying governance, leadership roles, and decision-making systems.
 - Preparing the congregation spiritually and organizationally for the pastoral search process.

4. Administration and Communication

- Maintain open and regular communication with staff, leadership teams, and the congregation.
- Participate in staff meetings and ensure alignment with the church's mission and goals.
- Support stewardship and transparency through clear communication and collaboration.
- Ensure consistent messaging across ministries in alignment with FBC Dickson's Communications Policies and Procedures.

THE CONGREGATION WILL COVENANT TO:

- Pray for and support the Transitional Pastor.
- Pray for and support the interim process through faithful stewardship expressed in regular attendance and participation in worship, giving financially as led of the Lord and participating in the events scheduled by the Transition Committee, while continuing to

reach the unchurched for salvation, church membership, discipleship, and Christian fellowship.

- Work together to resolve any unfinished business and to establish healthy goals for ministries and missions.

WORK SCHEDULE

The transitional pastor has responsibilities that cannot be accurately measured by the clock. Therefore, he will carefully schedule his time to serve effectively in ministering to the congregation.

DURATION OF THE COVENANT-AGREEMENT

- This Covenant-Agreement will extend for a period of one year from its date indicated below. It may be extended for additional specified periods under the same terms detailed in the Covenant-Agreement.
- Either the Transitional Pastor or the Church may terminate this Covenant-Agreement with thirty (30) days written notice.
- The Covenant-Agreement is based on mutual trust and may be altered by mutual consent and agreement of both parties.

This Covenant-Agreement becomes effective November 30th, 2025.