

JOB ANNOUNCEMENT: INTENTIONAL INTERIM PASTOR

Central Baptist Church — Wayne, Pennsylvania

The Opportunity

Central Baptist Church (CBC), a progressive, justice-seeking congregation on suburban Philadelphia's Main Line, seeks a full-time **Intentional Interim Pastor** to guide us through a season of reflection, healing, and renewal. We are emerging from a long-term pastoral partnership and a period of member-led worship and pastoral care ("No Pastor Model"), ready to examine our history, redefine our organizational structure, and discern our future identity in preparation for calling a settled pastor. We are looking for a transition specialist—not just a placeholder—who can help us break unhealthy patterns, process grief and conflict, and prepare the soil for a new chapter of ministry.

Who We Are

We are a **progressive community of faith that roots justice in spirituality and action.**

- **Theologically:** We are unapologetically progressive, theocentric, and biblically interpretive. We value questions over creeds. We are a community where music is the glue that binds us.
- **Socially:** We are a "Welcoming and Affirming" (AWAB) congregation, deeply committed to LGBTQ+ inclusion, anti-racism work, immigrant rights, and ecological stewardship.
- **Culturally:** The congregation is highly educated, with a significant number of members in teaching and helping professions including ordained ministry.
- **Geographically:** CBC is largely a "destination church," with many members commuting from outside the immediate neighborhood or participating remotely.
- **Governance:** We operate on a model of non-hierarchical partnership in ministry.

Scope of the Interim Ministry

This is a designated **Intentional Interim** position. The successful candidate will guide the congregation through the following:

1. **Coming to Terms with History:** Facilitate truth-telling and healing regarding recent internal conflicts, the departure of long-term members, grief, and unfinished business.
2. **Discovering a New Identity:** Help us explore the questions "Who are we now?" and "Who do we want to be in the future?"
3. **Shifts of Organization and Leadership:** Work with lay leaders in taking ownership of the church's mission and assist in restructuring our Boards/Cabinet to fit our current size.
4. **Examining Congregational Affiliations:** Explore the nature of our ties with American Baptist Churches (ABCUSA), the Association of Welcoming and Affirming Baptists (AWAB), and the Alliance of Baptists.
5. **Commitment to New Leadership:** Prepare the congregation to welcome a settled pastor with clear expectations and hope.

Core Responsibilities

- **Worship & Preaching:** Plan and lead worship in collaboration with the Board of Worship and the Music Director. Preach sermons that are intellectually challenging, spiritually rooted, theologically liberal, and socially relevant.
- **Conflict Transformation:** Create safe spaces for crucial conversations without triangulation. Model healthy conflict resolution and facilitate reconciliation where possible.
- **Pastoral Care:** Provide spiritual care for members and coordinate with pastoral care teams to ensure those with particular needs (homebound, continuing care retirement centers, in crisis, hospitalized, marginalized) are supported.
- **Administration:** Supervise staff (Music Director, Office Administrator, Bookkeeper, Facilities Manager, Custodian, Childcare Attendant), run the office operations, and advise Cabinet.
- **Transition Facilitation:** Work closely with the Transition Task Force to implement self-studies and prepare the congregational profile for the future search committee.

Qualifications

- **Ordination:** Ordained Minister with M.Div. or equivalent, with a recognition and understanding of the polity of the American Baptist Churches USA and the Alliance of Baptists.
- **Interim Training:** Completion of Intentional Interim Ministry training (e.g., Interim Ministry Network or Center for Congregational Health) is highly preferred.
- **Experience:** Proven experience navigating congregational systems, conflict transformation, organizational restructuring, and developing thriving congregations.
- **Theological Alignment:** A deep commitment to progressive theology, inclusive language, and social justice.
- **Constraints:** The Intentional Interim Pastor **cannot** be a candidate for the settled pastoral position.

Compensation & Terms

- **Status:** Full-time.
- **Duration:** Anticipated 12–18 months.
- **Salary & Benefits:** Competitive salary package commensurate with experience and comparable to the settled pastor range, adhering to MMBB guidelines. Includes housing allowance, medical/dental benefits, retirement, and professional expense reimbursement. Relocation expenses negotiable.

To Apply Please submit a cover letter, a resume/CV, and a link to a recent sermon to the Transition Task Force at tff@cbcwayne.org. Applications may be submitted up until the position is filled.

Central Baptist Church is an equal opportunity employer and enthusiastically welcomes applications from persons of all races, genders, sexual identities, and sexual orientations.