



Old Cambridge Baptist Church Interim Senior Minister Position Description

Old Cambridge Baptist Church (OCBC) is seeking an Interim Senior Minister who shares our commitment to liberative, inclusive Christianity and to working for racial, social, economic and environmental justice. As a Welcoming and Affirming congregation, we seek a minister who is fully supportive of LGBTQ people, and is committed to promoting anti-racism, gender equality, and accessibility for all abilities. This is an opportunity to serve a vibrant community rooted in diverse yet connected faith journeys, with a rich history and commitment to social justice. As the Interim Senior Minister, working with talented and dedicated staff and lay leaders, you will have the chance to support and guide our congregation as we navigate this period of change.

OCBC is located in Harvard Square in Cambridge, Massachusetts, which was recently ranked as the [#1 best city to live in America!](#) OCBC offers hybrid worship services in person, on Zoom and Facebook Live. Educational programs, events and meetings are held in person, on Zoom or both. Our Sunday morning service draws between 60-70, with an additional 15-20 joining through Zoom.

If you are a compassionate and experienced minister with interim training and experience who is passionate about racial and social justice and committed to supporting a diverse and inclusive community, we encourage you to apply for this position. The ideal candidate has experience helping a majority white congregation move toward becoming anti-racist. This is a unique opportunity to make a meaningful impact on the lives of our congregation and to help us continue growing and thriving during this time of transition.

We want to fill this position by June 18, 2023 or shortly after that date. To apply, please send your most current resume/vitae and cover letter to the chair of the Interim Senior Minister Search Committee, Kevin Henze, at this email address: OCBC.interim.position@gmail.com. Our postal address is: Old Cambridge Baptist Church, ATTN: Interim Senior Minister Search Committee, 1151 Massachusetts Avenue, Cambridge, MA, 02138.

Your cover letter should include your relevant qualifications and experience, as well as a brief description of your interest in the position, including the passion and gifts you would bring to our community.

Should you have any questions, feel free to leave a message for Kevin Henze at 617-401-8874. He or another member of the Interim Senior Minister Search Committee will return your call.

Position Description: Interim Senior Minister at Old Cambridge Baptist Church

The Interim Senior Minister at Old Cambridge Baptist Church will be responsible for preaching and leading worship services to facilitate a successful and connected transition period. Responsibilities also include overseeing administrative tasks; supervising and collaborating with OCBC's ministerial staff as described below; providing pastoral care to members; guiding spiritual formation; and collaborating with the congregation as we grieve, celebrate and transition from the departure of our former settled Pastor. In addition, the Interim Senior Minister will help us use our transition time wisely to strengthen our foundation and prepare for a new settled Senior Pastor. The ideal candidate will have experience in these areas and be committed to supporting the church's mission and values.

As a spiritual leader, the Interim Senior Minister's role is to help the congregation develop and grow in their faith as it evolves through the interim ministry period. This includes assuring the maintenance of a healthy congregational life, facilitating ongoing discernment of the congregation's identity and purpose, and further supporting the development of lay leadership across generations. The Interim Senior Minister will work closely with OCBC's Pastor Transition Committee throughout their Interim appointment to plan and fulfill the above-described processes, as well as the [five developmental tasks](#) of an interim period detailed by the American Baptist Churches USA

The Interim Senior Minister will also be a compassionate, skilled communicator with empathy and the ability to relate on a personal level to members of the congregation. The ideal candidate will be committed to ongoing learning and growth.

The Interim Senior Minister supervises the Associate Minister for Children and Families and provides collaborative leadership with the Minister of Music, the volunteer Minister for Earth Justice, key church committees, and music ministry staff. They will also collaborate as needed with the OCBC building administrator who manages the relationship with our several tenants and our partnership with the [José Mateo Ballet Theatre](#). The Interim Senior Minister reports to the Deacons via the Church Moderator.

This is a full-time position, for at least one to two years. Compensation is commensurate with experience and in accordance with American Baptist guidelines. OCBC provides a generous retirement and benefits package to our employees.

Review of Job Description:

This job description is intended to be a guide, not a directive. It will be reviewed by the Interim Senior Minister and the Personnel Committee three months after the Interim Senior Minister commences employment, and thereafter as needed or at the time of the ISM's annual review.

Candidacy for Senior Minister:

The Interim Senior Minister is ineligible for consideration as the Senior Pastor of Old Cambridge Baptist Church.

For More Information About Old Cambridge Baptist Church

Please review the [Old Cambridge Baptist Church website](#) to learn more about our unique community. You may also click on the below image to access a video produced for the Harvard Square Business Association Sacred Spaces Good Works series:

