Olin T. Binkley Memorial Baptist Church

Interim Minister Job Description

Job Title	Interim Minister
Reports To	Leadership Team
Classification	Full-time, Exempt
Salary Range	$85,000-100,000
Date Prepared / Reviewed	9/22/2026 Draft - Adapted 10/23/26

SUMMARY
The Interim Minister will provide temporary leadership in the areas of worship, pastoral care, spiritual development and enrichment, and community outreach in support of Binkley's mission. The candidate must demonstrate commitment to progressive Christian values, social justice, inclusivity, and collaborative church governance. The Interim Minister will serve as a resource for the search committee during the transition without being a candidate for the settled position. This position will exist until settled clergy leadership is in place.

RESPONSIBILITIES

1. Collaboratively with the staff, plan worship experiences that inform, challenge, affirm, and inspire.
2. Develop and nurture trusting relationships and community with parishioners across generations.
3. Provide pastoral care with ministerial staff, Deacons, and lay members by ministering to the sick, grieving, and those in crisis. Counsel those who seek guidance or assistance.
4. Offer support, coordination, and supervision with ministry staff to strengthen our mission and congregational health.
5. Ensure that a wide variety of opportunities are provided to enrich the spiritual growth of our members. Empower members and friends to find and use their gifts guided by our aspiration that "Every member is a minister."
6. Provide transitional leadership by guiding the congregation in reflecting on its heritage and discerning its ongoing mission, and by serving as a resource to the settled clergy search committee as requested.
7. Serve as the staff liaison to the Leadership Team, Church Council, and Diaconate, and as agreed for additional church programming.
8. Officiate at weddings and memorial services as requested.

SUPERVISORY RESPONSIBILITIES

Supervise Executive Minister, Minister of Music, Director of Children and Youth Ministry, Minister with Senior Adults, and Volunteer Minister of Congregational Care. Provide leadership, direction, and ongoing coaching/feedback to these individuals. Evaluate their performance annually and create development plans to further skill-building. Partner with HR Committee regarding team dynamics, performance issues, and compensation decisions.

QUALIFICATIONS	
Education	Master of Divinity from an accredited seminary, and ordination and affiliation with a progressive Baptist or other Christian tradition aligned with Binkley's mission. Interim Ministry training is strongly preferred.
Experience	Minimum of 8 years of senior pastoral experience in a setting that aligns with the vision and mission of Binkley Baptist Church. Prior Interim Ministry and supervisory experience is required.
Demonstrated Skills / Abilities	Worship planning and preaching Developing and nurturing trusting relationships Providing empathetic pastoral care Collaborating with staff, lay leaders, committee members and volunteers Leading ministerial staff Facilitating groups, resolving conflicts, and building consensus Understanding and utilizing relevant technology and social media for communication and connection Balancing multiple personal and professional demands Prioritizing personal and professional self-awareness and practicing good self-care