

CBFNC Ministerial Transitions

Job Posting 101

Match Your Church's Wants to the Changing Landscape of Vocational Ministry

So much about vocational ministry and congregational life has been changing over the last decade, let alone the unforeseen outcomes of the COVID-19 pandemic. Many congregations are wrestling with shrinking budgets and membership numbers, along with radical shifts within the community around the church. Many ministers have stepped away from vocational ministry to live out God's calling in new ways outside the institutional church.

Therefore, congregations may need to reconsider shifts to meet the changing landscape of vocational ministry, such as expected years of experience or earned advanced theological degrees in various ministerial roles, including the senior pastor.

Think Generously & Competitively

Vocational ministry is no easy feat. Yes, ministers have a sense of calling to serve God's church. However, such a calling does not mean clergy should be ill-compensated for their hard work.

When considering the compensation package for your next minister, evaluate your congregation's capacity to compensate generously and competitively, as most full-time ordained ministers need a salary, housing allowance, health insurance, and retirement contributions.

Casting a Wide Net Within Your Network

Finding your next minister is challenging in and of itself. However, the process can be much more challenging by casting your net in the wrong direction outside your trusted network of ministry partners and denominational relationships. Often searches outside of your network yield unvetted and theologically mismatched candidates.

Within CBF of North Carolina, you have a broad and deep network of trusted sources for finding equipped, prepared, and called ministers. Utilizing the list below, consider casting a wide net within this network to garner as many like-minded Baptist ministers as possible for our job opportunity.

Posting in Multiple Locations Across Your Network

Consider posting your job opportunity in multiple locations across your network.

Note: Many of these partners will only maintain your post for 60 days or less.

CBF of North Carolina ([click here](#))

CBF Global ([click here](#))

Surrounding CBF State & Regional Organizations

CBF of Virginia ([click here](#))

CBF of Tennessee ([click here](#))

CBF of Georgia ([click here](#))

CBF of South Carolina ([click here](#))

Baptist Women in Ministry ([click here](#))

CBFNC Partner Seminaries

Campbell University Divinity School: 910.893.1830, <https://divinity.campbell.edu/church-relations/resources/resource-and-referral/>

Baptist House of Studies at Duke Divinity School: Callie Davis - 919.660.3401, cdavis@div.duke.edu

Wake Forest University Divinity School: John Senior - 336.758.3629, seniorje@wfu.edu

Gardner-Webb Divinity School: Lisa Hollifield – 704.406.4400, lhollifield@gardner-webb.edu

CBF Church Benefits ([click here](#))

Baptist News Global ([click here](#))