

CBFNC MINISTERIAL TRANSITIONS

Recruiting an Interim Minister

Step 1: Evaluate Your Congregation's Needs

What are your congregation's primary needs during this transition? *(Check All That Apply)*

1. Pulpit supply
2. General pastoral care
3. Discipleship/Spiritual Formation
4. Staff coordination
5. Navigate congregation conflict
6. Process a healthy or unhealthy pastorate
7. Congregation-wide conversations about vision, values, and identity
8. Work alongside the ministerial search process

If you checked boxes 1-3, you probably need a traditional interim.

If you checked most of the boxes between 1 and 6, you probably need an intentional interim.

If you checked most of the boxes between 1 and 8, you probably need a transition interim.

Step 2: Determine the Type of Interim Your Church Needs

*See "Does Our Church Need an Interim" document for more details about the types of interims

1. **Traditional Interim:** pulpit supply, worship leadership, visitation, and committee leadership
2. **Intentional Interim:** provides traditional interim duties, leads congregational conversations, visioning, and conflict de-escalation
3. **Transition Interim:** provides traditional interim duties, leads congregational conversations, and works alongside the ministerial search process

If you are unsure what kind of interim your church needs, please reach out to a member of CBF North Carolina's Ministerial Transitions team ([Form link](#)).

Step 3: Reach Out to Interim Supply Options

Traditional Interims:

- CBF North Carolina: Submit a request here ([Form link](#))
- Regional Divinity Schools:
 - 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

Intentional Interim:

Center for Congregational Health: Anne Tambling – 336.682.8045, anne.tambling@healthychurch.org

Transition Interim:

CBF of North Carolina: Submit a request here ([Form Link](#)).

Center for Healthy Churches: <https://chchurches.org/services/transition-work>

Step 4: Remember CBF of North Carolina is Here With You

At some point, every Baptist church finds itself without a pastor. Regardless of the reason for a minister's departure, the interim period is full of uncertainty. Who will provide leadership to our church? Who will preach on Sunday? Who will visit the hospital? These critical questions certainly deserve thoughtful answers. And these tasks need to be covered while your church is without a pastor. As a trusted ministry partner, CBFNC wants to help ease the inevitable anxiety created during an interim.

We have also found that a ministerial vacancy can be an excellent opportunity for new leaders to emerge within your congregation. During an interim period, many churches work on clarifying their identity, values, vision, and mission. Some churches even experience renewed spiritual discernment as they seek God's leadership.

The **Cooperative Baptist Fellowship of North Carolina** would be honored to help your church take the initial steps toward a healthy interim.

Reach out today to a member of the Ministerial Transition Team ([click here](#)).

**FOR MORE
INFORMATION,
CONTACT:**

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