



245 West 77th Street, New York, NY 10024
www.collegiatechurch.org

Interim Minister
Fort Washington Collegiate Church
(<https://www.fortwashingtonchurch.org/>)

Fort Washington Collegiate Church (FWCC) is an economically diverse, multi-ethnic, fully inclusive, progressive protestant congregation in the Washington Heights neighborhood of New York City. A church of the community and for the community, FWCC reflects the diversity of its neighborhood and the city at large, offering vibrant, arts-based worship services, ministry to the community, and responding to the needs of our time with a variety of service-focused activities. FWCC is one of four congregations of The Collegiate Church of New York, the oldest continually worshipping church and corporation in the country. Dually affiliated with the Reformed Church in America and the United Church of Christ, Fort Washington Collegiate Church values and welcomes our unique histories, identities, and traditions, while embracing a spirit of openness to growth, discovery, learning, and evolving.

Position Summary:

Fort Washington Collegiate Church seeks an **Interim Minister** for an initial term through June 30th, 2025, with the possibility of extension, to lead the church through a pivotal strategic process toward securing the church's future and financial sustainability. A seasoned leader with strong project-management skills, the Interim Minister, in collaboration with leadership of the Collegiate Church, will guide FWCC's congregation, Board, and staff into a financially sustainable future that includes the need for significant new revenue sources and partnership models while also respecting cultural diversities. The Interim Minister will provide spiritual leadership and pastoral care, and will manage the day-to-day operations of the church, which include liaising and partnering with two Jewish organizations that FWCC has licensed space to as part of a 2-year agreement.

Key Responsibilities:

- Provide operational leadership in identifying sustainable options to generate revenue and secure the church's future.
- Collaborate with and represent the interests of FWCC's Board and congregation in all aspects relating to the church's future.
- Partner with the FWCC Board Chair in working with the Collegiate Church Consistory and Executive Committee toward the church's future, which may include some difficult and necessary decisions.
- Provide spiritual leadership to the congregation by developing engaging worship experiences, offering thoughtful, inspiring, and accessible sermons, educating the congregation biblically, and providing pastoral care and support.
- Communicate efficiently and transparently between all stakeholders (broader Collegiate Church body, FWCC's Board, congregation, and staff).
- Supervise a small staff in the day-to-day operations of the church, including administration, finance, building and facilities management, and human resources.

- Manage the relationship with two partner entities licensing space from FWCC.
- Maintain a regular and reliable physical presence on the church campus to work with the congregation, Board, staff, partner entities, and Collegiate Church representatives.
- Represent and advance FWCC's social justice mission, rooted in the Word, as a progressive, open and affirming church, inclusive of all groups, regardless of race, ethnicity, socio-economic status, sexual orientation, gender identity, religious affiliation, ability, or age.
- Build and maintain relationships in the Washington Heights community.

Qualifications:

- Master's in Divinity and ordination required in one of the 1996 Formula of Agreement Denominations: UCC, RCA, ELCA, and PC (USA).
- Minimum of 10 years in leadership roles in a religious or non-profit organization.
- A kind and caring leader with high moral character and proven ability to guide a team and larger organization through a process of change and transformation.
- Exceptional project-management skills, including multi-tasking and reliable follow-through in a fast-paced and multi-faceted environment.
- Knowledge and work experience in a large urban environment.
- Ability to be physically present to work with the congregation, Board, staff, partner entities, and Collegiate Church representatives.
- Good listener and consensus builder.
- Ability to provide and maintain measured, steady leadership.
- Ability to communicate effectively among a diverse group of people.
- Theological acumen working in interfaith institutions and the ability to manage and oversee a 2-year space-sharing agreement with two Jewish institutions.
- Ability to explore, develop, and implement strategies (earned/unearned revenue, partnership building, tenancy agreements, real estate leveraging, etc.) toward financial stability.
- Experience leading and preaching to a progressive, urban church community.
- Transparent decision-making practices.
- Comfortable engaging in social activities and being a visible presence in the life of the church.
- Demonstrated experience fostering inclusive community-building; community organizing and planning.
- Knowledge of faith practices and trends within Protestant denominations, including the UCC and the RCA.
- Outgoing, strong interpersonal skills, thoughtful, empathetic.
- Strong administrative and team-building skills; experience managing, working with and inspiring a diverse staff and leaders; not a micromanager.
- Strong business management skills.
- Experience in fundraising and congregational stewardship.
- Diverse cultural awareness and sensitivity from a historic and current socio-political and economic context (in-depth knowledge of current policies, laws, and state/federal policies relating to social justice issues affecting the Washington Heights community, including knowledge of income inequality, affordable housing, LGBTQIA issues, immigration, and gender inequality).
- Familiarity with arts-based worship.
- Leader in the social justice movement.
- Bilingual (English/Spanish) preferred, or interest in learning.

Hours/Salary & Benefits:

- This position can be either part-time or full-time, depending on your availability.
- The hourly rate range for this position is \$60.10 - \$72.12 or \$125K-\$150K per year if full-time. As a part-time position, the salary will be adjusted depending on the number of work hours per week agreed upon.
- If you are seeking full-time employment, you will be eligible to enroll in our benefits.

Reports to:

This is an initial appointment through June 30th, 2025, with the possibility of extension, that reports to the Chair of Fort Washington Collegiate Church with guidance from the Executive Committee of the Collegiate Church.

The Collegiate Church is an equal opportunity employer and offers equal employment opportunities without regard to race, color, gender, religion, age, nationality, social or ethnic origin, sexual orientation, gender identity or expression, marital status, pregnancy, disability, veteran status or any other characteristic protected by law.