**Evergreen Baptist Association**

**Position Announcement**

**March 2017**

The Evergreen Baptist Association of the American Baptist Churches USA is seeking qualified candidates for the position of Executive Minister to lead in enhancing the vision and furthering the mission of this unique body of churches. Evergreen is comprised by congregations located primarily in the state of Washington and the greater Seattle area, and in the states of California, Idaho, Colorado, and Utah, including also one church in Venezuela. Part of the uniqueness of this association is due to its approach to conducting business and advancing its mission, for Evergreen is structured in caucuses to foster equality, inclusivity, and diversity, and to provide a voice to those often left in the margins of decision making processes and participation. Currently, the association is conducting its business through four caucuses: Euro-American, Black, Hispanic, and Asian. This approach is consistent with the core values of Evergreen, with its commitment to building bridges across boundaries of culture, ethnicity, race, gender, and human sexuality, and to translating its unity in Christ to the world. The new Executive Minister will fulfill all the duties prescribed by the bylaws of the organization and will be responsible to the Association board and to the Executive Committee in conjunction with which he or she will develop new ministries, programs, initiatives, and events consistent with the Evergreen Baptist Association’s mission. Ideal candidates will possess the following skills and qualifications:

**Skills**

* Strong leadership, pastoral, and interpersonal skills
* Ability to communicate a vision in an inclusive, agreeable, and compelling manner across cultures
* Excellent listening skills and ability to facilitate consensus
* Ability to be a Pastor to pastors and congregations
* Inclusive mind and heart: being able to understand, promote, and enhance diverse cross-sectional relationships
* Work diligently in developing leadership for the future
* Seek spiritual grounding and growth for discernment and self-care
* Ability to navigate, and interpret to others, complex organizational structures

**Qualifications**

* Having earned a Master of Divinity degree or equivalent
* Significant experience leading or on staff of an American Baptist organization
* A recognized American Baptist ordination
* A consistent commitment to Baptist principles
* A proven record of promoting equality
* Demonstrable experience of successful fundraising initiatives
* Familiarity with the structure and operations of ABCUSA and related organizations
* Must be willing to relocate and travel
* Preferably with experience in leading, training, and supervising both paid and volunteer staff

**Compensation**

The compensation range for the Executive Minister position is $65,000 - $70,000 plus benefits.

Interested persons should submit a letter of interest, an ABPS profile, and current resume via email to: EvergreenSearch2017@gmail.com.

**Deadline for nomination letters: May 1, 2017**

**Deadline for Applications: May 10, 2017**