



POSITION DESCRIPTION EXECUTIVE MINISTER June 2021

The American Baptist Churches of Rhode Island (ABCORI) is seeking qualified candidates for the position of Executive Minister. The Executive Minister serves the Region as Pastor and Chief Executive Officer, and the Board of Ministry as Secretary. The Executive Minister also serves as the liaison between the Region and American Baptist Churches USA. A candidate should possess the skills, gifts, and experiences necessary to lead a group of congregations that are culturally, socio-economically and theologically diverse.

The Executive Minister shall be responsible to the Board of Ministry and shall operate within the limits set by its policies. The Executive Minister shall fulfill the specific responsibilities set forth in the ABCORI Constitution and By-laws and Executive Minister job description.

We are seeking a candidate who can facilitate discussion and implement transformational change, regarding the following:

- clarifying and communicating administrative structure and responsibilities,
- analyzing and making recommendations regarding stewardship of assets, including Canonicus Camp and Conference Center,
- expanding ABCORI churches engagement in the ministry of the region,
- enriching our camp and conference ministry programs.
- guiding the region and its churches into a new context of ministry.

QUALIFICATIONS and DESIRED SKILLS:

The candidate should possess the following qualifications:

1. Have a deep, personal commitment to Jesus Christ as Lord and Savior and a calling by God to this ministry.
2. Possess a master's degree as a minimal requirement; Master of Divinity strongly preferred.
3. Hold a recognized American Baptist ordination, an appreciation of the American Baptist family, and be committed to the ABC Ministers Council Code of Ethics.
4. Possess excellent leadership skills including team building, strategic planning and managing vision and purpose.

5. Be a skilled communicator and competent in using communication technology.
6. Be knowledgeable and experienced in successful fundraising strategies.
7. Be able to provide support and meaningful resources for all congregations, including our bi-vocational and part-time ministers and lay-leaders.
8. Be responsive to the personal and professional needs of our pastors.
9. Shall have 8-10 years leadership experience in ecclesiastical or pastoral ministry.
10. Shall have a demonstrated history of operating within organizational structures and possess the interpersonal skills that promote dialogue, a shared sense of purpose, and harmony.
11. Shall have a sensibility for congregations of all languages, ethnic groups, and cultural backgrounds, and provide opportunities for all groups to fully integrate in the life of ABCORI.

COMPENSATION:

The compensation range for this Executive Minister position is \$75,000-\$77,000.

Interested persons should submit a letter of application and current resume via email to:

abcorisearch@gmail.com

1. **NOMINATIONS DEADLINE:** **August 9, 2021**
2. **APPLICATIONS DEADLINE:** **August 23, 2021**



American Baptist Churches of Rhode Island Region Profile June 2021

Core Purpose Statement

We, the American Baptist Churches of RI (ABCORI), exist to resource our people and to engage in Christ centered ministries by promoting and building healthy congregations and pastors.

History of the American Baptist Churches of Rhode Island (ABCORI)

The Rhode Island Baptist Convention was founded in 1825 with the primary purpose of supporting and promoting missions. The convention was then incorporated on October 1, 1826. In 1831, the Rhode Island Baptist Education Society was created to support and educate ministers. In 1947, The Rhode Island Baptists established a camping and conferencing center named after Roger Williams' friend Canonicus, Chief of the Narragansetts. In the 21st century, ABCORI has been restructured with emphasis on the building of healthy congregations and pastors while promoting missionary endeavors both locally and internationally. ABCORI is currently comprised of 68 churches.

Canonicus Camp and Conference Center

Canonicus Camp and Conference Center originally came into being in 1948 under the name "Baptist Plantations". This followed the acquisition of the 157-acre Sweet farm by the American Baptist Churches of Rhode Island. The grounds have expanded to 300 plus acres including a 20-acre lake.

"The mission of Canonicus Camp and Conference Center is to extend and enhance the ministry of local congregations of the American Baptist Churches of Rhode Island to the community by providing opportunities and resources for spiritual and personal nurture, and for creative recreation and education in the context of God's natural environment."

Communications

We communicate through a weekly electronic newsletter, *Connections*, a Quarterly Resource Packet, as well as regular mail. Currently, pastors meet biweekly via Zoom. Our web page at www.abcori.org contains information including our directory of churches, minutes of recent board meetings and other helpful information.

Geographical/Demographics

The ABCORI region is bordered to the north and east by Massachusetts and on the west by Connecticut. The region is comprised of five counties, and Block Island to the south (Block Island Sound/Atlantic Ocean). RI is the smallest state in the union, just 37 miles wide and 48 miles long. It has 400 miles of coastline and is 55% forested. Despite its small size, Rhode Island is very diverse theologically, economically, racially and culturally.

Providence is the state capital and center of the metropolitan region. The regional offices are located on the Canonicus Campgrounds, within a 30-minute drive from Providence. Virtually all churches in the ABCORI region can be reached within a 60-minute commute. This geographical "compactness" gives ABCORI a unique sense of "family" unattainable in larger regions and facilitates wider attendance at functions while minimizing travel expenses.

Programing

The American Baptist Churches of RI meet twice a year. The annual business meeting is held in the spring and an Annual Gathering worship service in the fall. In the past the Minister's Council has held four programs per year including a retreat. Elder Care Ministries is very active and has been running three zoom programs during 2020-2021 on Arts and Aging, Zoom Coffee Chats, and "I've Been Wondering" (eg. How to talk about my faith). The Baptist Heritage Center (BHC) provides a graduate level Baptist Polity Course for ordination candidates, pastors and lay persons every other year. In the alternate years, the BHC holds a conference with a guest speaker on topics related to Baptist history, heritage or practice. The Baptist Theology Circle (the oldest continuously running one in the country) meets bimonthly for discussions on a variety of topics.

Statistics of Ethnic Diversity

46 Euro-American	10 Black/African American	3 Latin-American
2 Haitian	7 Multi-cultural	

Categories of pastoral leadership

87 Ordained	28 Bi-vocational & Part time	1 Associate Pastor
21 Female	9 Transitional	10 Chaplains or special ministries
66 Male	30 Retired	2 ABCORI Staff

We currently have five candidates who have completed seminary and are preparing for Ordination Councils and one seminary student.

Board of Ministries

The Board of Ministries (BOM) is the governing board of the American Baptist Churches of Rhode Island (ABCORI) and has responsibility for all ABCORI assets. The BOM establishes all policies for ABCORI. All members shall be members in good standing of an ABCORI church.

Pastors/Pastoral Support

- Pastors meet biweekly by zoom to share concerns and ideas
- Standing Committee on Ordained Ministry
- Minister's Council
- Together in Ministry,
- Pastoral care workshops/training
- Rhode Island Baptist Education Society: assists seminary students with educational loans and funding for going to The Center for Career Development and Ministry.
- RI State Council of Churches: Promotes ecumenical activities, training collaboration, and provides clergy identification picture badges.

Lay Involvement

American Baptist Churches of Rhode Island promotes and encourages lay involvement in all aspects of its ministries.

Financial

The Operations Team oversees ABCORI resources, including but not limited to financial, property, personnel, investment, and fundraising. The American Baptist Churches of RI value and promote Christian stewardship. Operations periodically reviews expenses and make adjustments in order to maintain the mission of ABCORI and the integrity of its investments. The overall budget for 2021 is \$802,000. Revenue in 2020 was \$461,000 compared to 2019 when it was \$738,000. The camp was closed in 2020 but revenue was \$104,000 and expenses were \$76,000 in 2019.

Mission Projects

- Better Lives RI (has a food pantry and provides services to the homeless)
- Interfaith Poverty Coalition
- Mission trips to Puerto Rico and the Dominican Republic
- White Cross

Auxiliary Organizations/Affiliated Institutions

- American Baptist Churches USA
- American Baptist Personnel Services
- American Baptist Assembly (Green Lake Conference Center)
- Rhode Island Baptist Education Society

- Center for Career Development and Ministry
- Rhode Island State Council of Churches
- John Clarke Retirement and Nursing Center
- American Baptist Women Ministries of Rhode Island
- Baptist Heritage Center
- RI Ministers Council
- Baptist Home Board of Rhode Island

Volunteers

Volunteers serve in many capacities; including but not limited to the front office, administration, camp, consultants, and other ministries, committees and boards.

Current Staff Information

Rev. Douglas Harris, Interim Executive Minister
 Rev. Kathryn Palen, Associate Executive Minister for Elder Care Ministries
 Nancy Faria, Financial Administrator & Office Manager
 Matt Black, Facilities Manager
 Kathy Black, Director of Conferencing
 Amanda Oglivie, Director of Camping Ministries
 Beth Hollis, Food Service Manager

American Baptist Churches of Rhode Island
 Canonicus Camp and Conference Center
 54 Exeter Road
 Exeter, RI 02822
 Telephone (401)294-6318 or (800)294-6318 Fax (401) 294-7780

Current Contact Information: Chairperson, Executive Minister Search Committee

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