

Position Announcement: Executive Minister – American Baptist Churches of New York State

The American Baptist Churches of New York State (ABCNYS) is seeking a visionary, compassionate, and dynamic leader to serve as our next Executive Minister. This individual will be a Christ-centered servant leader who can inspire and guide a geographically diverse region while fostering connections across a broad spectrum of communities. The ideal candidate will possess the relational warmth to connect with pastors, churches, and leaders, and the organizational skills to provide strong administrative leadership in a time of change and renewal.

About the Region

ABCNYS is a vibrant and diverse region that includes churches from urban, suburban, and rural settings. Our congregations reflect a range of cultural, theological, and socioeconomic backgrounds. The Executive Minister will need to provide leadership that encourages unity and shared mission while respecting diversity. The region is characterized by an aging population, some declining churches, and the rise of new and dynamic ministries, including among our Karen community. The Executive Minister must have the vision to move forward while honoring the past and creating a future that aligns with our calling.

Key Responsibilities

- **Visionary Leadership:** Develop an ongoing vision for the future of ABCNYS, focused on mission, growth, and fostering unity across our diverse churches. Be proactive in guiding the region toward a future that engages both current congregations and new church plants, particularly in diverse, underserved communities.

- **Relational Focus:** Develop intentional and trusting relationships with pastors, churches, and leaders, through personal connections, phone calls, visits, communications, and/or direct support.
- **Unification:** Act as a bridge-builder and unifier, promoting collaboration and mutual support among diverse congregations. Encourage diversity of thought and ministry while ensuring a shared commitment to the values and mission of ABCNYS.
- **Team Development and Empowerment:** Lead, nurture, and empower teams, including staff and volunteers, fostering a culture of collaboration and shared ministry. Ensure that the mission and vision of ABCNYS are carried out through effective, engaged teams.
- **Administrative Oversight:** Provide strong organizational leadership, ensuring that administrative functions, including financial oversight, staff management, and operational processes, are effective, efficient, and aligned with the region's mission and values.
- **Connection and Healing:** Work intentionally to bring healing to congregations, particularly in areas of tension or division, and foster an environment where diverse voices are heard, valued, and respected.
- **Mission Focus:** Encourage and equip churches to be more mission-minded, building upon ABCNYS's established mission programs and expanding them, especially with an eye on underrepresented communities both within and outside the region.
- **Communication and Representation:** Represent the region in denominational, ecumenical, and public settings. Serve as a visible leader in ABCUSA, strengthening partnerships with national and international ministries, and engaging with a variety of community and ministry leaders.

Desired Characteristics

- **Relationally Warm:** Creates a welcoming environment for all, connecting easily with people across diverse backgrounds and cultures.

- **Creative and Visionary:** Thinks outside the box, solves problems and innovates new approaches to ministry that are both practical and aligned with the mission of ABCNYS.
- **Strategic Thinker:** Capable of thinking strategically about the future of the region, balancing short-term needs with long-term growth and sustainability.
- **Team-Oriented:** A skilled team builder who fosters an environment of collaboration and mutual respect.
- **Mission-Focused:** Holds a strong passion for both local and global mission, and equips others to lead with that same passion.
- **Adaptable:** Comfortable with change and capable of guiding others through transitions while staying focused on the mission.
- **Healing Presence:** Able to guide the region in healing from any divisions or conflicts, providing support and care for leaders, churches, and congregations in need.
- **Strong Communicator:** Exceptional communication skills, both in writing and speaking, to effectively represent the region and keep churches informed and engaged.

Qualifications

- A deep and vibrant Christian faith, with a commitment to the mission and values of the American Baptist Churches USA.
- Proven experience in congregational ministry, with a track record of fostering collaboration and unity across diverse groups.
- A master's degree in theology, divinity, or a related field (preferred).
- Ordination recognized by the American Baptist Churches USA (preferred).
- Strong administrative and organizational abilities, with experience managing staff and financial resources.
- Experience with diversity and multicultural leadership, particularly in contexts where congregations reflect different theological and cultural backgrounds.
- A history of encouraging mission-minded ministry and community engagement.

Application Process

Interested candidates should submit a resume and a cover letter demonstrating how your background aligns with the above priorities by **March 1, 2025**. Application materials can be sent to **ABCNYSExecSearch@gmail.com**.

If you do not want to apply yourself, but would like to nominate someone, nominations are due by **February 15, 2025**. Please include contact information (email and phone) of the nominee.

Compensation: The total compensation package is approximately \$90,000 (which includes salary, housing, Social Security offset), **plus** MMBB Retirement and Health Insurance Benefits.

ABCNYS is excited to embark on this next chapter in our ministry as we seek a leader who can guide us forward with creativity, hope, and a deep commitment to Christ's mission. We invite you to join us in shaping the future of our region.