

ASSOCIATE PASTOR for Worship and Community

OUR CHURCH



First Baptist Church is located in downtown Minneapolis. Throughout its 165-year history, God has done some incredible work through the people of our church. Here at First, it's all about Jesus. We want to see lives and our city renewed through relationship with Jesus. We seek to put him at the center of all that we do, and are always asking the question, "is this what Jesus wants for our church?" This question will continue to guide the work we do as we help to make, mature and multiply disciples in and through our community.

OUR NEIGHBORHOOD



We find our home in the west part of Downtown Minneapolis. Within a half mile of our building, there are approximately 21,000 people who also call this area home. The largest segment are young professionals, who work in professional and service jobs in the downtown area. We also have large segments of boomers who have moved downtown as empty-nesters, as well as those living at or below the poverty line. We are excited to reach our neighbors with the gospel of Jesus and also work to seek the good of our city by meeting the needs of those around us.

THE STAFF



Once the Associate Pastor is hired, our staff will consist of three full-time and two part-time ministry staff. We also have three full-time and several part-time administrative and operational staff. Our Senior Pastor, Jeremy Adelman, was on staff with us as an associate for about 3.5-years before we called him to lead us as our Senior Pastor. Our staff is excited about the direction we are going and look forward to having a new Associate Pastor join us in our work together.

THE POSITION



The Associate Pastor will serve our church in a variety of ways. Primarily, we are looking for a man who displays maturity and character (as outlined in 1 Timothy 3:1-7 and Titus 1:5-9) and aspires to serve our church as a pastor/elder. We want a man who has a sense of responsibility for the congregation whom they serve. Beyond serving as a pastor/elder, we want our Associate Pastor to help lead some of our ministry areas, including our Worship Team and our Community Groups. We have a cohort of five interns each year, and we would like the Associate to be able to help mentor and lead several interns as well. This position will play a significant role in the life of our church and will have many exciting opportunities to provide leadership at an important time in our church's history.

ADDITIONAL INFO



The governance of First Baptist Church is currently a traditional congregational model. We have a board made up of church members and the Senior Pastor as an ex officio member. However, we are in the process of transitioning this form of governance to a plurality of Elders model (vocational and non-vocational). These Elders will be trained and affirmed by the church. They are to be active members of the community while striving to live by the lifestyle described in 1 Timothy 3:1-7 and Titus 1:5-9 regarding the qualifications of Elders. Applicants would need to be willing to agree on plurality of Elder leadership structure as well as help the congregation through this transition.

HOW TO APPLY



If you are interested in this position, please send your resume and cover letter to jobs@fbcmnneapolis.org. Our preferred deadline is September 1, 2018, with our goal to have the Associate Pastor begin sometime before the end of 2018. We will continue accepting applications until we believe we have found the man God is calling to be our Associate Pastor, even if they come after the preferred deadline.

PRIMARY OBJECTIVE OF POSITION:

Serve our church as a pastor, who takes on responsibility of the call to be an under-shepherd (1 Peter 5:1-4) of God's people with great joy and humility. In addition to serving as a pastor for the people of First Baptist Church, the Associate Pastor will provide leadership, management and development for the community and worship ministries of the church.

AREAS OF ACCOUNTABILITY:

Worship Team Leadership

- Recruit and oversee the worship team that leads music on Sunday mornings.
- Recruit and oversee the audio/visual team for Sundays and other special gatherings.
- Work with the Senior Pastor to plan Sunday morning gatherings.
- Work with the Senior Pastor to plan any special/holiday gatherings.
- Lead weekly worship team rehearsals to prepare for Sunday gatherings.
- Coordinate with those involved in the Sunday gathering so they know their role and the details involved in that role.

Community Group Leadership

- Partner with the Senior Pastor to plan and implement improvements to existing Community Group ministry.
- Recruit, train and coach Community Group leaders.
- Recommend and approve Community Group study topics and/or materials.
- Meet periodically with leaders to provide support and encouragement.
- Support the multiplication and development of new Community Groups.
- Help guests and new members to connect to a Community Group.
- Communicate the value of Community Groups and encourage participation by the congregation at large.

Kinship and Visitation Ministry

- Oversee the directors of the kinship program in charge of lay visitation to shut-ins.
- Coordinate staff visitation as needed.

Other Responsibilities

- Supervise budgets for Worship and Adult Discipleship.
- Provide preaching ministry to the congregation as assigned by the Senior Pastor.
- Help to lead training seminars to equip the congregation.
- Mentor and direct several interns who are part of our internship cohort.
- Proactively engage in relational discipleship with members and new attendees.
- Other duties as assigned by the Senior Pastor.

QUALIFICATIONS:

- Fulfills the scriptural qualifications of an elder (1 Timothy 3:1-7; Titus 1:5-9).
- Have a strong personal relationship with Jesus Christ, and regularly articulate that relationship.
- Agreement with the church's Statement of Faith and discipleship process.
- Have a desire for personal spiritual growth and accountability.
- Be a role model spiritually, morally and relationally to the congregation.
- Seminary education or equivalent ministry/pastoral experience.
- Experience in program leadership and management.
- Experience training leaders.
- Experience with community group leadership.
- Experience leading congregational worship.

ORGANIZATIONAL DETAILS:

- Type of position: Salaried, full time (40 hours/week)
- Accountable to: Senior Pastor
- Supervisory capacity: None