

American Baptist Churches of Indiana and Kentucky Position Announcement

Position Title: Executive Minister of ABC-IN/KY

Position Summary: The Executive Minister shall be a spiritual leader and the chief executive officer of ABC-IN/KY and shall be responsible for the day to day administration of its affairs and its staff. The Executive Minister is subject to the general direction and supervision of the ABC-IN/KY Board, through the Personnel Committee, and serves as a Regional Secretary of the American Baptist Churches, USA (ABCUSA). See attached Region Profile of ABC-IN/KY.

Region Ministry Overview: In October 2010, ABC-IN/KY adopted a new operational structure, reducing the number of Board members from more than 40 to 15. During the two years prior to that, the Region staff and board members worked closely with an ABCUSA Region consultant to create long-term vision for the region, as well as establish core values and priorities for ongoing regional ministry. Following are the outcomes of that work, which currently guides the work of the staff and board:

- Core Values: Spirituality, Purposefulness, Integrity, Community, Teamwork, Perseverance
- Priorities: Calling Healthy Leaders, Building Healthy Congregations, Engaging Greater Mission & Service, Systems & Structure
- Vision: Clarify the reason for and value of ABC affiliation. Promote region resources, engage people and connect so well with the ABC-IN/KY family that no one wonders what the region does or is.
- Mission/Purpose: Develop a system of training and connecting with the entire ABC-IN/KY family (pastors and congregations) to each other and to the Region resources that will enable healthy leaders and build healthy congregations that engage in greater ministry and mission.

Spiritual and Administrative Leadership: Working within this framework of priority, vision and purpose, the qualifications and expectations of the Executive Minister will include:

- Manage priorities, vision and purpose; rally support of the vision, making the vision shareable by everyone, inspire and motivate others toward the vision, working to accomplish the priorities throughout the region.
- Guide change; recognize the inherent issues of restructuring and reorganization, have experience in situations of change and possess skills necessary to bring about culture change within staff, board, pastors and congregations of the region.
- Communicate well; be the “face” of the Region. Be effective in a variety of formal presentation settings – one on one, small and large groups, with peers, staff, inside and outside of regional meetings, being able to command attention and manage groups. Relate well to all kinds of people, build constructive and effective relationships. Able to write clearly and succinctly in a variety of communication settings and styles, can get messages across that have the desired effect.

- Staffing and motivating others; create a climate in which people want to do their best, can motivate many kinds of direct reports and team or project members; able to assess each person's passion and use it to get the best out of him/her; invite input from each person and share ownership and visibility, make each individual feel his/her work is important, being someone people like to work for and with. Clearly and comfortably delegate both routine and important tasks and decisions, broadly share both responsibility and accountability, trusting people to perform and letting others finish their own work.
- Spiritual maturity and discernment; preference given to theological degree, ordination and pastoral experience within the ABC denomination and especially familiarity with ABC-IN/KY. Having a strong personal commitment to Jesus Christ as Lord and Savior, and a calling by God to this ministry, model a personal Christian lifestyle which demonstrates the gifts of spiritual commitment based on the Bible and empowered by the Holy Spirit. Adhering to a personal set of core values and beliefs during both good and bad times, acting in line with those values. Maintain integrity in all situations, trustworthy, keeping confidences, admitting mistakes, doesn't misrepresent for personal gain.

Nominations for this position can be made until September 1, 2011, by sending a letter, email or phone call to Debra Schill, who will contact the nominee to determine his/her interest in submitting an application for this position.

Applications may be submitted by US Mail or email. Applications will be accepted for this position until September 15, 2011. Interested parties are encouraged to submit an ABPS profile or similar resume as follows:

**Debra Schill, Chair
ABC-IN/KY Search Committee
PO Box 137
Crothersville, IN 47229
ABCINKYSearchForExec@gmail.com
812-525-8085 (cell)**

AMERICAN BAPTIST CHURCHES OF INDIANA AND KENTUCKY
REGION PROFILE

The American Baptist Churches of Indiana and Kentucky are 308 interdependent congregations “rooted in Christ” and “connected to each other in mission.” Three particular emphases that characterize our life together at this time are calling healthy leaders, building healthy churches, and striving for greater mission and service.

GEOGRAPHY

The Region is divided into five geographical areas: Northwest, Northeast, West Central, Southeast, and Southwest. The Southwest area includes the five congregations located in Kentucky.

There are 30 associations in all five areas combined.

The Region surrounds the American Baptist Churches of Greater Indianapolis, which is a separate American Baptist region including 31 churches mainly in the Indianapolis metropolitan area. Thus, two of the 33 American Baptist regions are in Indiana.

CONGREGATIONS

Our churches by size (resident active membership)

- Over 250: 25
- 151-249: 26
- 100-149: 43
- 50-99 with a full time pastor: 55
- 50-99 with a part-time pastor: 59
- Under 50: 100

Bi-vocational or part-time pastors serve 51% of our churches.

Ethnic congregations

- African-American: 11
- Asian Pacific: 2
- Hispanic: 4
- Multi-Racial: 3

REGION STAFF

Executive Staff

- Dr. Don Scott, Interim Executive Minister, West Central Area Resource Minister, Minister of Mission Support
- Rev. Dan Barringer, Southwest Area Resource Minister
- Dr. Dennis Bickers, Southeast Area Resource Minister
- Rev. Phyllis Goodyear, Northeast Area Resource Minister
- Dr. Marc Kirchoff, Minister of Grants and Fundraising
- Dr. B. James Walter, Northwest Area Resource Minister
- Mr. Mike Wilson, Minister of Finance and Administration

Camp Managers

- Jordan Morris, Indian Creek Baptist Camp
- Rebecca Scott, Tippecanoe Baptist Camp

Support Staff

- Jennifer Greene
- Mary Kassel
- Becky Septoski

REGION MINISTRY

Listed below are a few programs and emphases that characterize the ministry of the American Baptist Churches of Indiana and Kentucky.

The **Church Leadership Institute (CLI)** is a joint effort with the ABC of Greater Indianapolis to “identify, educate, and encourage laypersons as they respond to God’s call into new areas of church leadership.” Courses in Bible, church history, theology, and various arts of ministry offered on Saturdays lead to a “certificate of Christian leadership” or a “diploma of pastoral studies.” Graduates of this program serve in leadership positions in their congregations, as supply preachers, and as bi-vocational pastors. CLI is illustrative of the strong heritage of Christian education in the Region.

The **Ministerial Excellence Fund (MEF)**, another partnership between the churches of Indiana-Kentucky and Greater Indianapolis, provides “assistance to Professional Church Leaders facing financial difficulties that prevent them from focusing on the greater tasks of Kingdom ministry.” The conviction behind this program is that “by removing barriers of financial hardship and need, the path is cleared for pastors to focus on, develop and implement excellence in their personal ministry serving their local churches.” The program is funded by a generous grant awarded to the two regions by the Lily Endowment. Rev. Dr. Marc Kirchoff, Minister of Grants and Fundraising for the Region, directs and administrates the program with the support of a team of pastors and laypersons. MEF awards grants to individuals and churches and provides various educational opportunities in the area of financial stewardship.

There are **three American Baptist-affiliated camps** in Indiana. **Tippecanoe Baptist Camp** in northern Indiana and **Indian Creek Baptist Camp** in the southern part of the state are owned and operated by the Region. In addition, several neighboring associations together own and operate **Southeastern Baptist Youth Camp**, also known as Westport Camp, in southeastern Indiana.

The Region has a strong history of leadership development through **American Baptist Youth (ABY)**. Each year the ABY hosts a Region-wide weekend convention that is planned and led by youth. ABY also offers scholarships to youth from the Region seeking higher education.

The Region has established **Mission Partnerships** with American Baptist missionaries serving in Chile (Dwight and Barbara Bolick) and Spain (Carlos Bonilla and Mayra Giovanetti). In 2004, the Region initiated a Mission Covenant with The Convention of Baptist Churches of the Chilean Mission by which the two organizations committed to pray for, encourage, and assist one another in their ministries. Several Chile Mission Encounters have afforded ABC churches in Indiana the opportunity to participate in hands-on mission in that country.

RELATED ORGANIZATIONS

American Baptist Men in the Indiana-Kentucky Region emphasize fellowship, citizenship, Biblical scholarship and mission. The group sponsors an emergency relief trailer that is used to respond to natural disasters and other crisis situations. Each year the AB Men gather at one of the Region's camp facilities for fellowship, study, and business as well as to help prepare the camp for the upcoming season.

American Baptist Women's Ministries are very active in the Region. Most associations have active leadership teams, and the vibrant state leadership team includes members of all ages. The annual summer conference at Franklin College is well attended, and each year ABWM awards 14-16 scholarships of \$500 each to college students from the Region. Annually, approximately \$15,000 is raised for a statewide project in addition to funding Love Gift and White Cross quotas.

Ministers Council, the professional organization for American Baptist ministers, has an active constituency in the Indiana-Kentucky and Greater Indianapolis regions. The Ministers Council sponsors workshops for ministers throughout the year as well as an annual retreat.

INSTITUTIONS

American Baptist Campus Ministries serve two institutions of higher learning in Indiana. Dr. Shawn Zambrows serves as Pastor and Director of the Baptist Student Foundation at Purdue University, and Rev. David Jones is Pastor of "The Oasis" Campus Ministry at Ball State University. Rev. David Weatherspoon, Campus Minister at Franklin College, collaborates with American Baptist campus ministers and actively participates in American Baptist life in Indiana.

Baptist Homes of Indiana, also known as BHI Retirement Communities, operates continuing care retirement centers in Indianapolis, Ft. Wayne, and Columbus as well as affordable subsidized apartment complexes for seniors in Indianapolis and Columbus. The Executive Minister of ABC IN/KY serves as an ex-officio member of the BHI board.

Edna Martin Christian Center, located in the Martindale-Brightwood neighborhood of Indianapolis, has been an American Baptist home mission since 1946. The mission of the Center is "to bridge cultural, racial, and economic differences in order to support and nurture the people in the community by providing holistic programs that empower, encourage, and engender a vision of hope." Many congregations in the Region actively support Edna Martin, and the Executive Minister serves on the Center's board.

Franklin College is a four-year liberal arts college located twenty minutes from downtown Indianapolis in Franklin, Indiana. Franklin maintains a voluntary association with the American Baptist Churches USA, and the Executive Minister of ABC IN/KY serves as an ex-officio member of the Board of Trustees. Meetings for various Region ministries and organizations, including CLI courses, are held regularly on Franklin's campus.

REGION BOARD

At the Region Biennial in October 2010, significant changes were adopted to the Region by-laws, drastically changing the structure of the Region Board. The Board, which is a careful mix of both clergy and laypersons, now consists of no more than fifteen members, including four officers. The Board must meet at least twice each year, but currently meets bi-monthly as it works to implement changes in Region structure and ministry.

OTHER FACTS AND FIGURES

In 2010, the American Baptist Churches of Indiana and Kentucky contributed a total of \$838,584.75 to United Mission.

Driving distance from the Region Office in Indianapolis to...

- Indianapolis International Airport: 16.5 miles
- Cincinnati: 114 miles
- Louisville: 116 miles
- Chicago: 182 miles
- St. Louis: 248 miles
- Green Lake, Wisconsin: 359 miles

LOCAL INTEREST

Like any city its size, Indianapolis boasts many cultural offerings including concerts, museums, theater, and more, but what sets the Circle City apart is sports.

Indianapolis has established itself as the amateur sports capital of the world by hosting the Pan-Am Games, Olympic trials, Big Ten tournaments for men's and women's basketball, the headquarters of the NCAA, and many Final Fours. In 2011, Indianapolis will host the inaugural Big Ten Championship football game.

Indy has plenty to offer professional sports fans as well, including minor league baseball, NBA, and NFL teams, not to mention "the greatest spectacle in racing" – the Indy 500. To top it all off, in 2012 Indianapolis will host Super Bowl XLVI at Lucas Oil Stadium.