

The Tabernacle Baptist Church
Richmond, VA
Associate Pastor
Full-Time 40 hours/week

TBC is seeking a dynamic Christ-centered Associate Pastor to redesign and revitalize our ministry infrastructure from the ground up. We are looking for a gifted visionary and administrator to cultivate and mobilize our laity in learning and serving, from infants to elders, in manifold ministries. The Associate Pastor will use inherently strong organizational and relational skills to create a vibrant framework of teams and systems that soundly undergird our lay-leadership. This strategic approach will also extend intergenerationally and more broadly to the church's administrative systems and processes supporting all that we do. In short, we seek a ministry architect: an associate pastor for architecture and administration who will help us build on and build up existing and new congregational strengths, ministries, and systems as we pursue Kingdom work.

About our Church

The Tabernacle Baptist Church, located in the heart of Richmond, Virginia's historic Fan district, is a part of the worldwide ecumenical body of Christ. We are a diverse, multicultural faith community with an open and friendly spirit. Standing on the shoulders of a faith community planted about 130 years ago, we have been described by denominational and local ecumenical leaders as a re-emerging downtown church brimming with creative energy and a heart for those in need. Tabernacle is a place where persons from far and wide come to share in a unique and comfortable environment--with an intimate and loving congregation--while working together to display Christ's love to the world.

Job Description

The goal of this new position is to equip our community with a more effective framework and systems both for and within our ministries. The ideal candidate will have a passion for both people and process, an ability to thrive in a team environment, and expertise in building teams. This pastoral ministry architect/administrator will guide the identification of gifted laity and, with them, create and implement a church wide, intergenerational structure that will better equip, communicate, and mobilize our efforts to support and extend ongoing and new ministries.

Expectations

1. Lead by example in living out Tabernacle's core values of Worship, Fellowship, Mission, and Discipleship
2. Provide new vision and direction for ministry teams and administrative systems necessary to accomplish the work of our church. In doing so,
 - a. Prioritize developing and expanding laity teams to guide, nurture, and grow the ministry; involves recruiting, training, and scheduling workers, teachers, and mentors for Sunday mornings, Wednesday evenings, and special events such as Vacation Bible School and summer camps
 - b. Assume from the Senior Pastor, on a phased basis, primary responsibility for church administration, including supervising administrative and finance staff and identifying priorities for any administrative systems redesign to enhance ministry effectiveness

- c. Assist and support, as needed, our affiliated Burmese congregations, Tabernacle Child Care Center, and other church ministers and staff
3. Launch an asset inventory and mapping of congregational giftedness
4. Partner with lay leaders to identify, recruit, train, equip, and schedule laity to accomplish the ministry and work of the church, enabling current church staff to focus their time and energy on their respective areas of service and giftedness.
5. Help cultivate an atmosphere of loving camaraderie, teamwork, mutual respect and accountability
6. Meet regularly with ministry teams to encourage, celebrate, challenge, and continuously grow them
7. Be open to a ministry of interruptions, recognizing that Christ crosses our paths at the most unexpected times
8. Be disciplined in a vibrant personal devotional and prayer life, self-care, and a healthy lifestyle with appropriate work-family balance
9. Partner with the Senior Pastor to develop leadership and personal development goals and training opportunities for self, staff, and key lay leaders
10. Provide pastoral care as needed
11. Preach and lead in worship as needed
12. Participate in regularly scheduled staff meetings and staff development activities
13. Carry out other duties and projects as the Senior Pastor assigns

Qualifications and Experience

1. Master of Divinity degree or higher preferred; related degrees will be considered
2. Ordination into Christian Ministry preferred, or willingness to pursue ordination
3. Three years experience or more preferred in developing and leading mission-driven teams, with focus in children's and/or family ministry a plus
4. Three years experience or more preferred with formal supervision, including expectations setting and performance evaluation
5. Experience preferred with financial and administrative processes and systems, and information technology

Compensation

Salary and benefits to be negotiated based on experience (\$40,000 to \$50,000)

How to respond

Please respond by email only to the address below. No phone calls please.

Email: tbcrichassociatepastor@gmail.com

No later than: July 15, 2017