

**PROFILE FOR THE POSITION OF
ASSOCIATE EXECUTIVE PASTOR
BRENTWOOD BAPTIST CHURCH
BRENTWOOD, TN**

OVERVIEW

Brentwood Baptist Church is a large, dynamic and rapidly growing Southern Baptist Church with a well-established history of changing lives for Christ throughout the greater Nashville, Tennessee area as well as around the world. Today, with a global influence, multiple campuses and a compelling vision, Brentwood Baptist is poised for an ongoing and exciting future full of hope for serving Christ and expanding his Kingdom in more powerful ways.

Brentwood Baptist Trustees, Ministry Teams and Staff are dedicated to connecting as many people as possible to Jesus Christ through opportunities in worship, discipleship and service. To achieve this end, the church leadership values effective, efficient and synergistic stewardship of the church's human, financial, physical and spiritual resources and empowers the Executive Pastor with that responsibility.

In order to further emphasize and implement such stewardship of the church's growing resources and expanding vision, the innovative culture at Brentwood Baptist Church has determined the need to compliment the functions of the Executive Pastor with an Associate.

The search is for a person who has a passion for the church of Jesus Christ and its mission of disciple making. They must possess a comprehensive understanding and unbiased appreciation for the various expressions of the church's mission along with the heart and skills to efficiently and effectively lead and manage large and complex staffs, ministries, teams, processes and systems.

THE POSITION

The Associate Executive Pastor will be responsible to Brentwood Baptist Church, under the direction of the Executive Pastor, for oversight of the shared and support services functions and ministries of the church and coordination of the various BBC campuses and congregations.

This position will serve as a liaison to Standing and Ad Hoc Teams and partner with the Executive Pastor in human resource responsibilities, strategic planning, ministry coordination and oversight of the day to day operations of the church. They will be engaged in directional decisions as well as implementation and oversight as a member of the Senior Leadership Team of the church.

The Associate Executive Pastor will serve as a *minister, coach, manager* and *catalyst*, working with and through staff and lay leaders to implement and align the mission, objectives, goals and strategies of Brentwood Baptist Church. Thus, this position requires highly developed skills in communication, relationships, management, supervision and people development.

QUALIFICATIONS

The foremost requirement for this role is that of a Christ centered life. The successful candidate will have a deep and ever-growing relationship with God as evidenced by daily habits of spending time with Him and His Word, observable fruits of the spirit, active involvement in the leadership of a church, and a commitment to maintaining healthy accountability relationships with a small number of mature believers. A strong sense of calling will be evident.

Contenders for this role will have substantial experience in one or more congregations leading individuals, teams and processes. They will be teachable and have a strong commitment to self and staff development. Viable candidates for this role will have experience working in large and complex organizations where people and systems combine to create highly adaptive, innovative and rapidly changing environments.

As one of the primary responsibilities of this position is the oversight of the operations of the church a management background and experience in the disciplines of finance, business, communications, IT, HR, food service and/or facility management will be considered an advantage.

Likewise, experience in churches with multiple campuses will be an asset. The design, staffing, alignment, launch and ongoing administrative oversight of BBC regional campuses and congregations will demand skills in facilitating decisions and building consensus. It will be essential for this person to be comfortable and fluent with the mission, vision, values, objectives, goals, strategies, philosophy and culture of Brentwood Baptist Church.

Viable candidates must give evidence of the ability to lead, appropriately confront and hold accountable individuals, groups and teams that produce measurable results against predetermined goals and objectives. A participative, collaborative, team-oriented culture is the desire at Brentwood Baptist Church and this leader must be characterized by these same values.

This role will call for someone with substantive implementation, influencing and relational skills. Thus this person must be a leader who can accomplish agreed upon results through people by deeply valuing people and relating well to those of all ages and levels of spiritual maturity. It is essential they have well developed interpersonal relationship skills and social intelligence. Furthermore, this minister must be able to effectively share God's Word and represent the overall vision of Brentwood Baptist Church and will therefore likely be known as an able communicator via the written and spoken word.

While seminary degrees and ordination are preferred rather than specific requirements, a well-established theological construct and an in-depth knowledge of scripture is necessary for the wisdom and biblically based decision making demands of this position. Leading candidates will possess a biblical theology that is consistent with that of the Senior Pastor.

Further, this is the role of a minister. A shepherd's approach is a must; thus this person will possess personal warmth that brings comfort, peace, wise counsel and harmony to relationships and the work environment.

PERSONALITY, GIFTS, ABILITIES AND STRENGTHS FOR THE POSITION OF ASSOCIATE EXECUTIVE PASTOR

Personality: Using the DISC personality profile assessment tool we should expect this person to evidence a blend of C, D and S personality characteristics. We would not expect this person to be a “spiker” in any one of these characteristics. Using the Meyers-Briggs/Keirsey Personality Indicator we should look for one of the “Guardian” patterns: ISTJ, ISFJ, ESTJ, ESFJ though two of the “Rational” patterns, ENTJ and INTJ would be considered.

Spiritual Gifts: Using the PLACE assessment tool, we should look for the support gift of Administration and equipping gifts such as Leadership, Encouragement/Exhortation or Teaching.

Abilities: Using the PLACE assessment tool, we should look for Enterprising and Investigative abilities with Social and Conventional abilities being secondary.

Passions: Using the PLACE assessment tool, we should look for a passion mix of Leading, Influencing, Improving, Organizing and Developing.

Strengths: Using the Gallup StrengthsFinder assessment we should look for a person with strengths in the following prioritized domains: Executing, Influencing and/or Relationship Building, Strategic. We should expect two to three Executing Strengths and at least one Influencing and/or Relationship Building Strengths. A Strategic Strength would be a plus.