



## JOB POSTING: EXECUTIVE MINISTER

### PREAMBLE AND CONTEXT

The Council of Canadian Baptists of Atlantic Canada (CBAC) is tasked with finding and calling the next permanent, full-time Executive Minister. Our denomination has a long and rich history in Atlantic Canada dating back to 1905/06. At that time, three separate streams of Baptists in Atlantic Canada<sup>1</sup> came together to form a united Baptist witness which is now called *Canadian Baptists of Atlantic Canada*. The *Basis of Union* document<sup>2</sup> developed then continues to guide our efforts as we join God in our many diverse and dispersed neighbourhoods.

The CBAC has over 400 active churches (organized in 21 Associations) sprinkled throughout the four Atlantic Provinces.<sup>3</sup> In keeping with the character of Atlantic Canada, the majority of churches are small, serving their local, rural communities, but with care and concern for people throughout the global village.

Most of our churches have long histories: some are historic urban churches; some are growing and some are in decline. Some are “fresh expressions”, finding creative ways to be more effectively engaged in their communities. Some are very traditional. In spite of many challenges, the terms, “united in mission” and “stronger, together” have defined the CBAC from its inception.

The stated purpose of the CBAC is “being and making disciples of Jesus Christ who are integrated into the life and ministry of healthy growing churches, committed to fulfilling the Great Commission and the doing of God’s will on earth.”<sup>4</sup> We are deeply committed to this purpose and seek to support our pastors and churches as they strive to be salt and light, collectively and individually, where they are.

In addition to supporting and encouraging the witness of our local churches, the CBAC has looked more broadly to what we can do when we work together to address issues beyond our local churches. Our common witness has been enhanced through various agencies and organizations, each of which is accountable to the Assembly of our denomination through the Council of the CBAC.

The challenges we face today, now almost one-quarter of the way through the 21<sup>st</sup> Century, denominationally and as churches and Christians, are many. The conventional markers of Christian

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<sup>1</sup> The Baptist Convention of the Maritime Provinces, The Free Christian Baptist Conference of New Brunswick, and the Free Baptist Conference of Nova Scotia.

<sup>2</sup> Follow the Basis of Union link on this page: <https://baptist-atlantic.ca/our-convention/our-beliefs/>, and note that this document was updated in 2017 to make the language more understandable for contemporary readers (accessed January 20/23).

<sup>3</sup> Newfoundland & Labrador, Prince Edward Island, Nova Scotia and New Brunswick.

<sup>4</sup> See <https://baptist-atlantic.ca/our-convention/> (accessed January 20/23).

faith and witness<sup>5</sup> seem to be in steady decline in Atlantic Canada, albeit with hotspots of health and vibrancy. As our communities, and indeed, the whole of humanity, come out of the ravages of the global pandemic, we stand at a crossroads.

In the days of the prophet Jeremiah, God's people had wandered away from God, preferring to live according to their own ways and appetites. They continued to be stubborn and foolhardy, despite Jeremiah's impassioned warnings of impending doom as the Babylonian army prepared to march against Judah and attack Jerusalem. To these people, Jeremiah said: "This is what the Lord says: 'Stand at the crossroads and look; ask for the ancient paths, ask where the good way is, and walk in it, and you will find rest for your souls'" (Jeremiah 6:6, NIV). Note that this verse indicates that there is not one path but there are ancient *paths*. This is not meant to be interpreted as a call to go backwards.

As we stand at our own denominational crossroads and ask "where the good way is" for the CBAC today, we believe that God is in control and has already prepared someone to lead our denomination for such a time as this. Ultimately the task of our Search Committee is to find this person. As we engage in this search, we are trusting God to direct our search.

There are many qualities and characteristics we could identify as essential or important for the next leader of the CBAC (and we will attempt to articulate them) but the story of Samuel's anointing of David reminds us to be careful of our own wisdom and biases. 1 Samuel 16:7b (NIV) sums it up this way: "The Lord does not look at the things people look at. People look at the outward appearance, but the Lord looks at the heart". We trust that the best days of our denomination are ahead of us. To God be the Glory.

## POSITION SUMMARY

The Executive Minister of the Canadian Baptists of Atlantic Canada (CBAC) is the spiritual leader of the organization, tasked with overseeing the many ministries and activities of the staff, boards and agencies that comprise our denomination. This person will demonstrate **visionary** leadership that persistently strives to understand the Atlantic Canadian cultural landscape (both historically and in real time), to assist the denomination as we navigate the often-tricky waters of Baptist witness.

The Executive Minister of the CBAC will be **wise** in that they will be able to bring together a diverse group of people (theologically, culturally, socially, politically), who, despite their many differences, are genuinely committed to joining God in their neighbourhoods for the ultimate purpose of seeing God's kingdom grow throughout Atlantic Canada and beyond. This person will be **relational** in that they will recognize that Atlantic Baptists want to know and trust their leaders and one another.

The Executive Minister is the face of the CBAC, within our Council, staff, churches, Associations, affiliate boards, agencies and external organizations, including the public arena. This person carries and shapes the vision of the CBAC and so must be an **effective communicator** who can also **inspire confidence** in our shared vision and witness.

As we are increasingly aware of systemic injustices in our society (historic and current), it is vital that the Executive Minister is someone who is **always learning** and who **genuinely desires to "act justly, love mercy and walk humbly with God"** (Micah 6:8, NIV). They will not just say the right things when it comes to justice and cultural competence, but will also have the courage and

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<sup>5</sup> Things like: church attendance, spiritual growth, biblical literacy, works of justice, a worldview rooted in Scripture, a consistent witness of a compelling Christian alternative to the character and values of a secular society...

discernment to do the right things and to create a culture within the CBAC that is characterized by an authentic commitment to justice.

According to our current governance structure, the Executive Minister occupies a strategic position at the heart of the organization. This person is the link between the staff and the (elected) Council. Staff report to the Executive Minister and the Executive Minister is ultimately accountable for carrying out the mission of the organization according to policies and practices set by the Council and approved by the churches at the Annual Assembly.

The role of Executive Minister is often a demanding one in terms of time and energy. Thus, the Executive Minister should be a person who **attends consistently to their spiritual, physical and emotional health**. Despite the many responsibilities and demands placed on the Executive Minister, Jesus says in Matthew 11:29-30 (NIV), "Take my yoke upon you and learn from me, for I am gentle and humble in heart, and you will find rest for your souls. For my yoke is easy and my burden is light."

## GENERAL QUALIFICATIONS

- Demonstrates commitment to and passion for the cause of Christ;
- Ordained minister, knowledgeable of and committed to the "Baptist Distinctives"<sup>6</sup> and in general agreement with the 1905/06 Basis of Union document;
- Familiarity with the unique character of Atlantic Canada and sensitive to issues pertaining to the church within secular society;
- Ability to build and maintain partnerships among diverse stakeholders, both within the Baptist family and with other affiliate agencies;
- Commitment to excellence in terms of renewing and refining the purpose and vision of the CBAC;
- A connector and networker, with experience in successfully leading people and organizations within a ministry context, and perhaps also in private sector and community organizations;
- General competencies around technology, fiscal management, organizational health and change, leadership development, team-building, etc.;
- Willing and able to travel regularly to be present within the constituency and among our various boards, agencies, organizations and affiliate groups;
- A member in good standing, or willing to become a member, of a church of the Canadian Baptists of Atlantic Canada.

***Recognizing that this posting sets a very high bar in our search for our next Executive Minister, the Search Committee encourages applications from candidates who believe they are a good fit for this position at this time, even if they feel they fall short in terms of some of the qualifications.***

**DEADLINE FOR SUBMISSION OF APPLICATIONS:** February 28, 2023

**PROPOSED STARTING DATE:** September 1, 2023

**SALARY:** Based upon qualifications and experience.

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<sup>6</sup> The Lordship of Christ, The Authority of the Scriptures, The Priesthood of the Believer, Soul Liberty, Regenerate Church Membership, Believers' Baptism, Lord's Supper, Local Church Autonomy, Separation of Church and State (see <https://baptist-atlantic.ca/our-convention/our-beliefs/>, accessed January 20/23).

Applicants must be able to endorse and personally affirm the purpose of the CBAC<sup>7</sup> and recognize and respect the diversity of theological points of view on many issues, while still affirming the doctrinal statement found in the 1905/06 Basis of Union document.

Candidates wishing to be considered for this position should send (by mail or email):

- A letter of application (or, alternatively, a link to a maximum 4-minute video introduction)
- CV with names of at least three references and their contact information to the chair of the Executive Minister Search Committee, no later than February 28, 2023:

Mr. Andrew K. Hopper  
95 Brookview Cres.  
Sussex, NB  
E4E 2H6  
[prezhop@hotmail.com](mailto:prezhop@hotmail.com)

**The complete job description for the position of Executive Minister can be found here:**  
<https://baptist-atlantic.ca/emsearch>

For further information about the *Canadian Baptists of Atlantic Canada*, we encourage you to visit the website: [www.baptist-atlantic.ca](http://www.baptist-atlantic.ca). We encourage you to also visit the websites of our various agencies, organizations and affiliates<sup>8</sup> to gain a better understanding of the breadth and depth of the ministry reach of the CBAC.

We thank all applicants in advance and advise that only those invited for an interview will be contacted. The CBAC Council reserves the right not to fill this position in the aforementioned timeframe, in the event that we do not find a candidate who has the full endorsement of the Search Committee and Council.

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<sup>7</sup> “Our purpose is being and making disciples of Jesus Christ who are integrated into the life and ministry of healthy growing churches, committed to fulfilling the Great Commission and the doing of God’s will on earth” (<https://baptist-atlantic.ca/our-convention/>). (Accessed Jan. 25/23)

<sup>8</sup> You will find links to those listed here: <https://baptist-atlantic.ca/our-convention/our-links-and-affiliations/> (accessed Jan. 25/23).