
OPPORTUNITY PROFILE

GENERAL SECRETARY/ EXECUTIVE DIRECTOR

Frankfurt, Germany



INTERNATIONAL
BAPTIST
CONVENTION

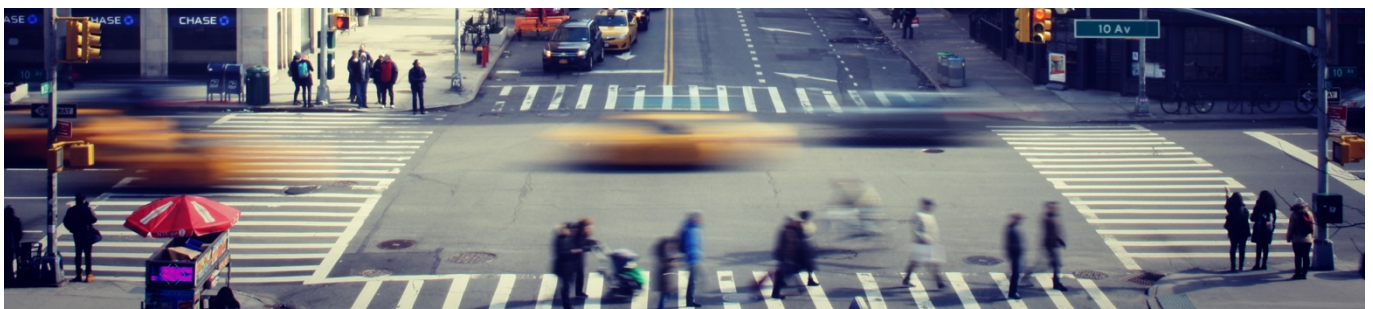
WHAT IS THE INTERNATIONAL BAPTIST CONVENTION (IBC)?

The International Baptist Convention (IBC) is a fellowship of 64 churches in 24 countries in Europe, the Middle East, Africa, and Central and South America. Our mission is to mobilize and multiply disciple-making churches, reaching people from around the globe for Christ. Our core strategies for doing this are: Multiplying Churches, Strengthening Churches, Empowering Leaders, Building Connections, and Developing Resources.

We envision a movement of global-minded churches that are reproducing healthy disciples, leaders, and congregations.

We dream of...

- ... **stimulating churches toward mission advancement.** We see churches intentionally and consistently sending members to live out the mission of the Gospel. We see churches working in partnership with one another and with other Great Commission organizations.
- ... **helping churches to keep their focus on making and multiplying disciples.** We see churches being equipped to teach and train their members to be lifelong, loving, and loyal followers of Christ who are actively sharing their faith.
- ... **developing pastors and leaders in essential ministry skills.** We see pastors and leaders equipped with knowledge and skill and filled with passion for Christ and love for His people. We see churches where Scripture is being preached and taught with relevance, power, and clarity.
- ... **becoming a catalyst for strategic church-planting.** We see churches praying for, contributing to, and supporting an ever-increasing number of church plants to reach people with the Gospel, blessing the communities and churches where they are located.
- ... **nurturing a spirit of love that bridges cultures, nationalities, ethnicities, generations, politics, privilege, position, and religious backgrounds.** We see churches learning to manage, celebrate, and leverage their diversity to become worthy examples of grace and peace, encouragement and unity, acceptance and compassion.
- ... **fostering fellowship and connections among pastors and churches.** We see leaders and churches taking initiative to start and develop deep relationships with one another because they view themselves as utterly dependent on God and mutually dependent on one another.
- ... **supporting churches in times of need and transition.** We see leaders being assisted to help their churches take steps toward achieving and maintaining health and growth in their congregations.



CORE VALUES

Our **core values** define us as an international family of churches and drive all our decisions and ministries. They describe essential beliefs that determine why we do what we do. Affirming Scripture as the authoritative guide for all faith and practice, we believe the following biblical values enable us to live and serve together in the most effective, God-honoring way.

- We value **Fellowship**. We believe that community among Christ-followers facilitates encouragement, prayer, edification, and accountability. We believe that Christian friendships develop when we take the time and effort to share our joys, sorrows, and challenges. (1 Thess. 5:14, Gal. 6:2)
- We value **Partnership**. We believe that working together with other churches to reach common goals enriches churches. Every church has something to offer. We also believe in connecting with other Christ-following groups. We can achieve more in this way than working independently of one another. We believe that cooperation is a gift of God. (Phil. 1:3-11, Eccl. 4:9)
- We value **Healthy Churches**. Because we believe that the local church is God's primary means of presenting the Gospel and establishing His kingdom, we will seek to help churches achieve their unique, disciple-making mission in relevant and effective ways. (Acts 2:42-47, 1 Thess. 1:2-10)
- We value **Church Planting**. We believe that every church should be involved in some way in helping to start new congregations. We desire to expand our reach to strategic places around the world where the Gospel is needed. (Acts 1:8, Matt. 28:18-20)
- We value **Diversity**. Since Jesus commanded us to make disciples of all nations, we celebrate that people from many nations and cultures come together in our churches. We believe that our diversity expresses the creativity and eternal plan of God. (Gen. 12:3, Rev. 7:9-10)
- We value **Unity**. The unity of the Spirit among our churches exhibits the oneness of all believers in Christ. We will seek to work out differences that may arise because we believe the power of the Gospel to unite us is stronger than the power of our enemy to divide us. (John 17:20-23, Eph. 2:19-22)

DID YOU SAY FRANKFURT?

Yes! The IBC began as a convention of English language churches in Germany following World War II. The first International Baptist Convention church, Immanuel Baptist, was begun in Wiesbaden, Germany. The next year, Bethel (International) Baptist Church in Frankfurt was organized. These two churches, pastored by twin brothers, formed the *Association of Baptists in Continental Europe*, and during the next two years, these two churches sponsored 19 other churches and missions.

In 1964, churches in England joined the association, causing a name change to the



European Baptist Convention (English Language) and in 1968, the EBC named its first executive director, known as a general secretary in European terms. We still use this title for our Executive Director.

During the 1980s the convention continued to grow and add new churches. Until this point, EBC churches tended to be made up of primarily U.S. military personnel and their families. When the Berlin Wall came crashing down in 1990, this opened the door to Eastern Europe and creating a new and exciting challenge for the EBC. As things continued to develop, the EBC dreamed of calling a general secretary fully supported by the convention and owning its own building. In 1996 the first dream became a reality, and in 2001 the second one was fulfilled. Those years also saw the first church outside of Europe join the convention. In 2003, the EBC was re-named the *International Baptist Convention* (IBC) to better reflect the nature and location of its member churches. The convention continued to expand its boundaries as churches from Central, South, and North Americas as well as Africa joined the convention. We believe God has much in store for the IBC and its churches and that the stage has been set well for the next pages of our story to be written.

WHAT KIND OF PERSON ARE YOU LOOKING FOR?

We are looking for someone who can both appreciate the unique history, mission and vision of the IBC and provide the gifting, passion and maturity to lead us into the future.

[Someone with a unique blend of visionary leader and pastor to pastors.](#)

The IBC is a fellowship of churches with a world-wide vision. As this vision continues to develop, we need someone who can see the possibilities for the future. At the same time, the goal is not to simply extend the reach of the IBC. We are not simply a network of like-minded churches, there is a clear understanding that IBC churches are in a covenant relationship with each other and with the



convention. Casting a vision for and helping maintain that kind of relationship across many miles, many cultures and many continents takes a unique kind of leader. It should be noted that this means being physically present with churches and church leaders. It would be impossible to fulfill this role without a significant amount of travel. Much of this travel is on weekends, being in churches, experiencing their services and preaching when requested. There are

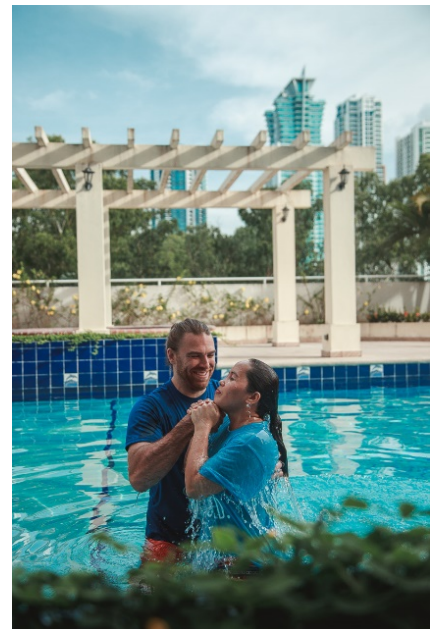
conferences and meetings which will also require time away from Frankfurt. It is estimated that approximately 50% of your time will involve travel. Depending on the ages of children, etc... it is possible that a spouse would be able to travel with you.

"Serving with the churches and leaders in the IBC is an opportunity to impact the world by mobilizing and multiplying disciple-making churches. Life transformation by the power of the Gospel is a beautiful thing to experience. Leading our English-language international churches to reach people coming from the ends of the earth and going to the ends of the earth has been one of the great joys of my life."

Jimmy Martin, General Secretary
International Baptist Convention

Someone who understands and loves international ministry.

The new General Secretary / Executive Director will be someone who has extensive experience in international ministry, most likely as the pastor or among the leadership of an international church. There is no substitute for having lived in a culture other than the "home culture" and someone who has not had that experience would be at a significant disadvantage ministering to those who serve in those kinds of settings. Someone who has learned a second or third language will have a significant advantage as well. A person who has experience in a multicultural, international context would also have a significant advantage. At the same time, we recognize that the kind of passion needed might be gained through other avenues of ministry, so we are willing to consider someone with extensive overseas experience gained in other ways.



Someone able to navigate the intricacies of Baptist life

We are an independent, theologically conservative Baptist convention. This means in part that there are beliefs and emphases which form the foundation of our understanding of what it means to be in fellowship with Christ and His church. It also informs our understanding of what it means to be a fellowship of churches. It is the tension between holding tightly (we live in covenant with one another) and loosely (each church is independent and has a great deal of freedom). While we are strongly committed to unity as a convention of churches, this does not imply uniformity. Our basic Statement of Belief is the basis of our fellowship with one another. Our new GS must be in complete agreement with that statement, but also comfortable with the variety of expressions this statement finds in our convention churches.

We believe...

- in one God: Father, Son, and Holy Spirit –co-eternal, co-existent, co-equal and co-operative, as affirmed in Scripture and as summarized in the ancient Christian confessions of faith.
- that the Bible is inspired by God and is the standard against which all Christian belief and behavior is measured.
- that human beings are incapable of saving themselves and stand in need of God's gracious love and that Jesus Christ, who is fully God and fully human, has, through His death and resurrection, done everything necessary for us to have a personal one-to-one relationship with God; we begin

to experience the benefits of this when we repent from and confess our sin, and commit our lives under the Lordship of Jesus Christ, our only Savior.

- that each local church is an autonomous assembly of believing disciples responsible to discern the mind of Christ for that body of Christ -in the light of Scripture, with the leading of the Holy Spirit, and under the Lordship of Christ.
- that Christ has, according to the Scriptures, instituted two church ordinances for believers:
 - believer's baptism as an act of obedience and an expression of a personal commitment to Christian discipleship. The baptism of the believer into and under water "in the name of the Father, the Son, and the Holy Spirit" is symbolic of the death, burial, and resurrection of Christ; the end of an old way of life; and the beginning of a new life in Christ. It affirms the Holy Spirit's work that is already experienced by the believer and this public baptism is an outward visible sign of the ongoing and life-long sanctifying work of the Holy Spirit; and
 - the communion of the Lord's Table as a repeated and frequent reminder of our communal life in Christ, whose death we remember, whose resurrection we celebrate, and whose return we eagerly await.
- that church membership is only for those who can testify personally of God's saving grace.
- that each local church is to model a better way of life according to the principles of the Kingdom of God. Because a Christian disciple's first and highest loyalty is to God, so also each church, while respecting those secular laws not in conflict with the commands of God, should be free from state control.
- that in every country all people should be entitled to the freedom of religious expression, while respecting the laws of that country and the beliefs of others.
- that we, in response to the Great Commission, have been sent out and given the task of making disciples – disciplined followers of Jesus Christ – from among all ethnic groups (nations).
- that just as the Trinity is the model of eternal co-operation so we as IBC churches are to co-operate together in mission with God, with each other, and with other like-minded Christian churches and organizations: locally, nationally, and internationally -so that the world may believe. As the International Baptist Convention we celebrate and affirm our unity in diversity as part of the worldwide body of Christ. We seek no uniformity in worship or service but are "many faces, many places, one message" not restricted by national or cultural bounds. We live and serve together here on earth in anticipation of our future celebration and service of God in Glory with the redeemed of every nation and generation.

"Culture trumps strategy! Thanks to the General Secretary the IBC has both a healthy culture and a strategic vision. I've appreciated especially the GS's commitment to shepherding relational community and missional cooperation in the Executive Leadership Team."

Scott Corwin
Building Connections Core Strategy Director
Pastor, IBC Berlin

Someone who is an advocate and spokesperson

The GS is committed to the growth and effectiveness of the International Baptist Convention as well as the face and voice of the IBC. We need someone who will be able to clearly communicate the opportunities, challenges, triumphs and needs of our convention and our churches. Whether or not it is

being our representative to the European Baptist Federation, speaking to friends and former members of IBC churches who are a part of IBCM, connecting with leaders of other international church networks and associations or with church considering membership in the IBC, the GS / Executive Director must be able to communicate effectively who we are and what God is doing in our midst. In the days to come, this will also include an increasingly important capacity to develop resources. God has gifted us with a tremendous network of people whose lives have been impacted by IBC churches. Many of those would be open and excited to share in the continued ministry of IBC churches around the world, given that opportunity.

Someone with a servant heart

Although our convention reaches literally around the world, we are still a relatively small organization. The General Secretary might find themselves addressing the heads of other Baptist organizations from around the world one day and helping serve cookies at an office open house the next. Our office in Frankfurt consists of one full-time administrative assistant and one half-time finance officer.

These co-workers are extremely competent and assist in all aspects of operations, administration and finances. There are also five Core Strategy Directors, a Presidential Team and a network of teams with whom the GS communicates and works together. Someone with a servant heart, who is willing to do what is needed, will be the kind of person who will win the hearts of team members and encourage each to, themselves, serve passionately and humbly.



"Every pastor needs a pastor. This is especially true of pastors of international churches that are often isolated. The General Secretary has been a pastor who understands my unique ministry context and our church family has benefited greatly from our relationship."

Paul Dreessen, Pastor
IBC San Jose, Costa Rica



Summary of Qualifications, Attributes and Competencies Required:

- Committed follower of Christ, demonstrating spiritual maturity, godly character, and a vibrant walk with Christ.
- Baptist or “baptistic” in denominational background and ecclesiastical understanding.
- Agrees to IBC statement of faith.
- Minimum of a Master’s Degree in Theology, Divinity or a related field.
- Minimum of 5 years’ experience in a major leadership role in a Church or Christian Organization.
- Willingness to spend a significant amount of time in travel.
- Self-motivated and well organized, with the ability to work independently.
- Very good EQ (the ability to understand what one is feeling, how one is coming across to others, where the other person is at and then modifying your approach to reach them in the most effective way).
- Excellent communication skills, including gifted at preaching.
- Excellent interpersonal relationship and team-building skills.
- Willingness to work longish hours while keeping a good life balance.
- Has significant international life experience and connects well with people from different backgrounds.
- Expresses authenticity, transparency, and humility in his preaching and his daily walk.
- Is secure and confident in his own calling, but also treasures constructive feedback and is open to correction.
- Fluent in English. A level of competency in a second language is a distinct advantage.

FREQUENTLY ASKED QUESTIONS

1. *Can you tell me about the salary and benefits?*

The IBC provides a full-time compensation package perceived as appropriate by the leadership of the convention. This salary package includes salary, insurance, housing (including utilities) within the building owned by the IBC and an automobile.

2. *Is there a moving allowance?*

Yes, the IBC would assist with your move to Frankfurt.

3. *Where would I live?*

When the IBC purchased property in Frankfurt, they did not just purchase space for offices, but also housing for the General Secretary and their family. This home is in the same building as the office, which is located in the northeastern part of Frankfurt.

4. *Can you tell me about options for children's schooling?*

The answer to this question depends somewhat upon the ages of the children. German schools are excellent and are free. If children are in primary / elementary school age, then it is recommended that they attend the German school nearby. Obviously, this becomes less of an option as children are older. There are private international schools in the area, some of which would have instruction in English. Should an applicant feel this would be the best situation for their child, a discussion about the cost of such instruction could be a point of discussion in the salary negotiation process. It should be noted that home schooling is illegal in Germany (no exceptions!) and should not be considered an option.

To apply for the position of IBC General Secretary / Executive Director, please submit the following:

- Letter of Application. The letter should address qualifications as outlined in the opportunity profile.
- Current resume or CV. Please see attached resume guide.

Send all inquiries to: Nick Howard (c/o GS Search Committee) at ibcgsearch@gmail.com.