

Executive Minister – ABCOFLASH

Position Title: Executive Minister
Reports to: Board of Directors
Location: Glendale, CA - Hybrid office and field work; regular travel required.
Type: Full – Time, Exempt

Organization Overview:

ABCOFLASH is a faith-rooted nonprofit dedicated to spiritual formation, community empowerment, and transformative service. Through congregational support, leadership development, advocacy, and direct community programs, ABCOFLASH strengthens faith communities, addresses systemic needs, and catalyzes sustainable social impact. The organization values compassion, integrity, equity, collaboration, and innovation.

Position Summary:

The Executive Minister serves as chief executive officer and spiritual leader of ABCOFLASH. This role provides visionary, pastoral, and operational leadership to advance the organization's mission, guide program strategy, ensure financial sustainability, build partnerships, and foster a healthy organizational culture. Working closely with the Board, staff, volunteers, and external partners, the Executive Minister translates mission into measurable impact and ensures accountability to the Board of Directors.

Primary Responsibilities:

1. Vision, Strategy, and Mission alignment

- Lead development and implementation of ABCOFLASH's mission-driven strategic plan in collaboration with the board and staff.
- Provide prophetic and pastoral leadership that models Baptist Values, clergy care, and congregational vitality.
- Ensure programs, ministries, and initiatives align with organizational values and strategic priorities.

2. Spiritual and Pastoral Leadership

- Support, consult with, and resource member congregations and pastors for health, conflict resolution, transitions, and ministry development.
- Oversee clergy credentialing, placement processes and pastoral search support.
- Provide visible spiritual leadership across the organization: model core values, facilitate spiritual formation, and promote ethical decision-making.
- Offer pastoral care and support to staff, volunteers, and constituents; coordinate preaching, worship, and spiritual education in partnership with ministry leads.

3. Organizational and Staff Leadership

- Recruit, hire, mentor, and retain a diverse, skilled leadership team; set performance goals and conduct evaluations.

- Develop and maintain HR Policies, staff handbook, compensation framework, and professional development programs.
- Ensure safe workplace practice and a respectful, non-discriminatory work environment.

4. Program Oversight and Development

- Oversee programming for church development, leadership training, youth and multicultural ministries, justice and community engagement, and pastoral care.
- Promote and coordinate cooperative mission partnerships and collaborative ministry initiatives across ABCOFLASH congregations.
- Ensure equitable access to service and culturally responsive programming across church communities served.

5. Representation and Advocacy

- Represent ABCOFLASH to American Churches USA, ecumenical partners, civic leaders, and media.
- Advocate for social justice, equity, and service initiatives consistent with ABCOFLASH values.

6. Governance and Compliance

- Serve as the primary staff partner to the Board; provide accurate, timely information and materials to support governance and strategic decision-making.
- Implement Board policies and support committee work (finance, governance, development, programs).
- Assist with Board recruitment, orientation, development, and evaluation.

Qualifications and Experience

- Have a deep personal relationship with Jesus Christ as Lord and Savior and a calling by God to this Ministry.
- Model a personal Christian lifestyle that demonstrates the gifts of spiritual commitment based on the continued studies of the Bible, empowered by the Holy Spirit.
- Ordained clergy or recognized spiritual leader preferred
- Minimum 7-10 years of ordained ministry experience, including pastoral leadership and supervisory/administrative responsibility; association or denominational leadership experience preferred.
- Master of Divinity (M.Div.) or equivalent; additional graduate training in organizational leadership, theology or nonprofit management is a plus.
- Demonstrated experience with congregational development, clergy care, conflict mediation and intercultural ministry.
- Strong financial literacy and experience managing multi-year budgets and financial reporting.
- Strong public speaking, communications, coalition-building, and media skills.
- Proven ability to lead, motivate, and develop a diverse staff and volunteer base.
- Commitment to equity, cultural competency, and inclusive leadership practices.

Competencies and Personal Attributes

- Visionary leadership with pragmatic execution; strategic thinker who mobilizes others.
- Pastoral presence: compassionate, prophetic, and pastoral care skills for diverse clergy and congregations.
- Interpersonal and cross-cultural competence: sensitive to racial, ethnic, linguistic, and socioeconomic diversity within the ABCOFLASH region.
- High emotional intelligence, interpersonal effectiveness, and diplomatic communication skills.
- Administrative acumen: organized, accountable, and comfortable with budgets, compliance, and nonprofit governance.
- Collaborative spirit: Builds trust, forms partnerships, and empowers others.
- Integrity, transparency, and strong ethical judgment.
- Result-oriented, organized, adaptable, and resilient under pressure.
- Commitment to diversity, equity, and inclusion in programs and personnel.
- Commitment to Baptist polity and ABCOFLASH values, including congregational autonomy and cooperative ministry.

Compensation

To be determined based on qualifications and experience.

Interested persons should submit a letter of application and curriculum vitae via confidential email to exec@abcoflash.org.