

Job Title: Associational Missions Catalyst (AMC)

Location: Interstate Baptist Association (<https://www.ibanw.org/>)

Reports To: Associational Leadership Council / IBA Churches

Employment Type: Half-time (approx. 20 hours weekly)

Denomination: IBA consists of 70 plus churches in Oregon and Washington State cooperating locally with the Northwest Baptist Convention (NWBC) and nationally with the Southern Baptist Convention (SBC)

The **Associational Missions Catalyst (AMC)** is a visionary leader who will serve the Interstate Baptist Association churches by helping them fulfill the Great Commission through collaborative mission efforts, church health initiatives, and kingdom multiplication. This role requires a dynamic leader who understands the unique cultural and spiritual dynamics within Oregon and Washington State while remaining deeply committed to Southern Baptist theology, polity, and missional strategy.

The **AMC** will work alongside church pastors, leaders, and church planters to encourage church revitalization, multiplication, and disciple-making. The individual will also play a key role in uniting churches across the region to reach both local communities and global populations with the gospel.

Primary Responsibilities:

Mission Strategy & Vision

- Develop and implement a regionally specific mission strategy that reflects Southern Baptist distinctives and contextualizes the gospel for the Pacific Northwest.
- Mobilize local churches for gospel-centered outreach, both in their communities, the Pacific Northwest and globally, with a focus on church planting and missional engagement.
- Identify key missional opportunities, responding to the growing needs and challenges in urban, suburban, and rural areas across the region.

Church Strengthening & Health

- Support and encourage cooperating churches through leadership coaching, training, and resources focused on revitalization, discipleship, and missional effectiveness.
- Work with church pastors to promote biblical fidelity, moral integrity, spiritual growth, and congregational vitality.
- Provide guidance on leadership development, conflict resolution, and pastoral transitions.

Church Planting & Multiplication

- Partner with the **Northwest Baptist Convention**, the **North American Mission Board (NAMB)** and other Southern Baptist entities to strategically plant new churches within the Pacific Northwest.
- Promote a culture of church multiplication among cooperating churches, encouraging them to invest in new works and reach new communities with the Gospel.
- Oversee church planting assessments, funding, and ongoing support for church planters.

Networking & Partnership

- Foster a strong sense of community and cooperation among cooperating churches within the association.
- Build and nurture strategic partnerships with other Southern Baptist entities, including **NAMB**, the **Northwest Baptist Convention (NWBC)** and other state or national mission boards.
- Represent **Interstate Baptist Association** and its cooperating churches at denominational meetings, conferences, and regional gatherings.

Leadership & Administrative Responsibilities:

- Collaborate with the *Associational Leadership Council* to manage operational matters, including budget development, resource allocation, facility use and strategic planning.
- Have a supervisory role over all association staff members.
- Provide regular reports to the *associational leadership council*, cooperating churches, stakeholders and other cooperating entities as needed.
- Ensure alignment with the Southern Baptist Convention's beliefs, values, and mission priorities, including doctrinal integrity and promotion of the Cooperative Program.

Qualifications:

- A personal, growing relationship with Jesus Christ as Savior and Lord, evidenced by spiritual maturity and a commitment to biblical authority.
- Ordained minister with a minimum of 10 years of pastoral or missional leadership experience in a Southern Baptist context.
- A deep understanding of Southern Baptist theology, polity, and mission practices, including the Cooperative Program, the Baptist Faith & Message 2000, and SBC core values.
- Proven experience in church planting, revitalization, and associational leadership, with a heart for church multiplication and community transformation.
- Strong interpersonal skills with the ability to build relationships, communicate effectively, and navigate diverse cultural contexts.
- Bachelor's degree in ministry, theology, or a related field (*Master of Divinity or equivalent preferred*).
- Willingness to raise support, if necessary, or to operate within a partnership-driven financial model.

Ideal Candidate Will:

- Be a passionate advocate for the mission and vision of cooperating IBA churches as well as championing our national Southern Baptist mission initiatives and the Cooperative Program.
- Have a heart for both evangelism and discipleship, and the ability to inspire others to take the gospel to the ends of the earth.
- Demonstrate humility, integrity, and a servant-leader mentality in their relationships with churches, pastors, and ministry leaders.
- Be skilled at strategic thinking and problem-solving while maintaining a pastoral heart.
- Possess a deep understanding of the cultural and spiritual climate of Oregon and Washington State, particularly in relation to the growing secularism and diverse worldviews in the region.

Compensation:

Salary and benefits will be commensurate with experience and qualifications and recommended by the *Association Leadership Council*. Depending on the associational financial structure, this role may include support-raising and/or partnership development components.

How to Apply:

Interested candidates should submit a resume, a cover letter explaining their call to ministry, and at least three references to: iba.amc.search@gmail.com.

Applications will be reviewed on a rolling basis until the position is filled.