

**Executive Director**  
**Pilot Mountain Baptist Association**

Position Summary

*The Executive Director of the Pilot Mountain Baptist Association is responsible for activities associated with a missional catalyst, an organizational consultant and a leadership coach.*

Essential Duties and Responsibilities

Leadership Coach

- Possesses high level of emotional intelligence (e.g., self awareness; self-management; social awareness and social influence)
- Well-versed in Biblical foundations of servant leadership and is up to date on other sources of leadership research
- Enjoys helping other people become successful
- Knows how to assist leaders take the next step in personal and professional growth
- Focuses more on asking and listening than telling and teaching in coaching relationships
- Knows how to build both a practice of coaching and a culture of coaching

Organizational Consultant

- Has planted and/or revitalized a church
- Has experience in assessing church health
- Knows how to mediate conflict
- Able to help churches move to become more missional
- Can link churches together to do collaborative kingdom ministry
- Leads staff and other leaders well
- Feels comfortable with understanding and gleaning key insights from financial reports

Movement Catalyst

- Reads about trends in churches and society and knows how to implement that knowledge
- Is knowledgeable about facilitating a disciple-making movement in churches
- Has experience in cross-cultural missions
- Knows how to gather people together for prayer
- Is intelligently passionate about building partnerships with other ministries for greater kingdom advancement
- Has persuasion skills that can enable him to move pastors beyond their own congregation to consider greater fields of endeavors

## Qualifications

### Education

Master's Degree, M.Div., Business or other Discipline that has extensive work in leadership training, organizational structures, time management training, coaching, counseling training, implementation of organized structures and procedures into practical solutions.

### Experience

- Follower of Christ who exhibits the fruit of the Spirit.
- 5 or more years ministry experience as a pastor, missionary, ministry leader or church staff member
- Proven organizations leader
- Demonstration of familiarity of Southern Baptists currently a Southern Baptist, member of a Southern Baptist Church, in good standing
- Happily married man whose wife is a passionate partner in ministry with him
- Demonstrates strategic thinking and planning abilities
- Financial forecasting and budget preparation
- Possess strong and/or adaptable technology skills including social medias