



# OPPORTUNITY SNAPSHOT

## EXECUTIVE PASTOR OF OPERATIONS

Bay Area Community Church

### Overview

With a mission to make passionate, maturing followers of Jesus from here to the nations, Bay Area Community Church (BACC) ([www.bayareacc.org](http://www.bayareacc.org)) in Annapolis, Maryland is seeking a talented and experienced Executive Pastor of Operations to join this dynamic team to expand and elevate the potential of this thriving, multi-site congregation of 2,400 weekly attenders for more.

### The Big Idea



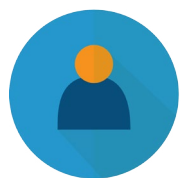
The Executive Pastor of Operations will have an extraordinary opportunity to work with an exceptional team to architect the right organizational/multi-site structure and position the right people to bring it to life. With direct oversight of all Operations departments (finance, HR, IT, data, facilities, security), the Executive Pastor of Operations will be a functional “number two” within the leadership dynamic of BACC, reporting directly to Lead Pastor Greg St. Cyr, and participating as a member of the Leadership Team as a “first among equals,” taking the reins in Greg’s absence or as he designates. BACC will benefit from experienced leadership that can see down the road, assess and deploy resources effectively, and optimize the systems and people. At this critical juncture of growth and development, prior multi-site experience is a value-add!

### The Church



**DENOMINATION:** Non-denominational **ATTENDANCE:** 2,400  
**ABOUT:** Bay Area Community Church is an independent, multi-site congregation with a clear vision to reach unchurched/de-churched people in the region and around the world. Missions is in their DNA, so BACC encourages all attenders to view themselves as “sent ones” who live on mission for Jesus in daily life. The weekend experience is rich, providing solid biblical teaching and dynamic worship at four services; one on Saturday evening and three on Sunday morning. BACC cares deeply about families, especially children and youth. In January 2019, major building expansion in the Children’s and Student Ministry spaces will be complete and ready for use. Currently there are close to 500 children attending each Sunday, and more than 200 teenage students involved in the youth ministries. These programs have a great reputation and serve as a driver for drawing new families to the church.

### The Candidate



The Executive Pastor of Operations will focus their leadership in the church and on its people, viewing opportunities and potential through the lens of operational effectiveness, proactively anticipating and resourcing needs. Friendly, engaging and encouraging, the right candidate will care about people, effectively build trust, and establish a positive tone for collaboration. A wise and able decision-maker, this individual will empower the right ideas and graciously say “no” when necessary. Working well with the Leadership Team, the Executive Pastor of Operations will ensure resources – human, financial and physical – are developed and available when needed to keep BACC moving forward at an appropriate pace.

### The Location



The state capitol of Annapolis, Maryland is not only known for its impressive, historic State House and charming waterfront downtown area, but is home to the Naval Academy and many sailing enthusiasts. People in this area are welcoming and hospitable, which is true of the Bay Area community too. With an easy commute to both Washington, D.C. and Baltimore, Annapolis is a transient, military/government community where people from all over the country can quickly feel at home. The atmosphere is relationally warm and connective, but infused with a relaxed and educated professionalism that is likely drawn from the ethos of its surroundings.

### The Qualifications



A deep, personal commitment to Jesus Christ and a heart for the local church; Spiritually mature, elder qualified, and emotionally intelligent; Theologically aligned with BACC with a deep understanding of ministry; Master’s degree preferred; Bachelor’s degree with significant relevant work experience will also be considered; Significant management experience including supervision, leadership and development of multiple paid staff members, ideally in a multi-site context; Significant leadership experience including implementation of strategic plans and projects, change management and process improvements; Expertise in Operations, including financial and organizational management; Exceptional communication skills; Significant lay leadership experience if coming from the marketplace.

### Next Steps



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