

Introducing the Reverend Samuel J. Duenckel  
Candidate for Dover Baptist Association's First Associate for Missions

***Who is Sam?*** The Reverend Sam Duenckel (his name rhymes with uncle) grew up in Newnan, Georgia. Central Baptist Church there is Sam's home church and ordained Sam on November 25, 2007.

In 2004, Sam completed his undergraduate degree, the Bachelor of Science, with a major in Business Administration and Management. He followed God's direction to Baptist Theological Seminary at Richmond. He graduated in May 2007 with the Master of Divinity.

While at BTSR, Sam completed his field internship with Monument Heights Baptist Church in Richmond. He currently serves as an information technology consultant with Net Easy, the company that provides Dover's web site.

Sam is a member of Ridge Baptist Church in Dover. Wife Abbie, who grew up in Dover's Oak Hall Baptist Church, also graduated BTSR last spring and serves as Minister for Education and Students at Ridge. They wed on October 13, 2007.



***What will he do on the Dover staff?*** Sam is the candidate for a new position, Associate for Missions. Dover's Executive Committee approved the job description (attached) for this new position on April 8, 2008. In brief, as Associate for Missions, Sam will complement the ministry of Director of Missions Steve Allsbrook, much like an associate pastor complements the pastor's ministry. Sam will represent the association, serve as a consultant to Dover churches, and help tell the Dover story. He will have specific responsibilities related to Dover's web site and other communication media. Sam will also help administer some of the assets entrusted to Dover such as land held for potential new church sites. Dover leaders, committees, councils, and teams will find a resource in Sam too. As Sam gets settled and matures in his new role, his duties will grow.

***What makes Sam the candidate of choice?*** God has given Sam a combination of gifts and experiences that commend him to Dover for this position. As a teenager, Sam ran his own small business. His education combines ministry and administration. His track record suggests he would take initiative and could endure the rigors of ministry. He has experience with writing and maintaining web sites as well as managing volunteers and finances. Sam has demonstrated leadership that employers and schools have recognized and rewarded with promotions and scholarships. While he has limited pulpit experience, he has enjoyed various opportunities to teach and lead church groups. His current work puts him in contact with a variety of churches.

Sam's personality also commends him for this ministry among Dover Baptists. He has a personal warmth and sense of humor that will complement the Dover staff team well. From the observations of the director of missions to the experience of Dover's Personnel Committee members to the comments of references, all note Sam as someone pleasant to deal with.

Those observations, experiences, and comments also point to Sam as a man of faith and integrity. His actions grow out of his commitment to Christ. He shows himself as humble and willing to learn, qualities also related to his faith. Sam has waited on God to reveal the ministry for which God has prepared Sam and believes he found it when Dover leaders found him. He wrote, "I feel that God has prepared me in numerous ways for this position and will do my best to earn the trust and respect of all whom I would serve."

***What do others say about Sam?*** Rolen Bailey, a retired director of missions and leader well-known to many Dover Baptists, thinks highly of Sam. He described Sam as “a very fine young man, gentle, considerate, thoughtful” who would “be a good second to [Dover’s director of missions].” Rolen believes Sam should relate well to Dover Baptists and that Sam has the skills to do the job, though he lacks ministry experience.

The minister who supervised Sam’s field internship said, “Sam takes a high moral standard as a Christian and as a citizen.” He described Sam as trustworthy and as one who seeks to lead and who has “an entrepreneurial spirit.”

Alan Ray, Sam’s pastor at Ridge Baptist Church, confirmed that he thinks Sam is well suited for such a position on the staff of an association. Alan has seen the job description and thinks it would fit Sam’s strengths well. “Sam pays attention to detail and works well with others,” Alan said. “He has experience with web site management, writes well, and is good in one-on-one situations.” Alan also thinks Sam would be a good ambassador for Dover and would relate well to senior adults. Alan described Sam as “hard working, willing to correct mistakes, conscientious, and humble.”

Another reference said Sam has a heart for ministry. That reference said, “Sam prepares himself well” and that “Sam would be solid with presentations.” This reference and others also said that working with an experienced director of missions would really help Sam develop his potential.

These observations confirm the personal observations of the director of missions and the members of Dover’s Personnel Committee. Sam presents a consist picture—a young man who is committed to Christ and who is called, gifted, and prepared by God for a ministry like that of Dover’s Associate for Missions.

***How might we extend God’s call to serve as Dover’s Associate for Missions?*** Dover’s Personnel Committee will bring a recommendation to the Semiannual Meeting on April 27 that the Association extend God’s call to Sam Duenckel as Associate for Missions. A vote to call Sam and Sam’s acceptance of that call will complete a process that began when Doug Frazier resigned in 2006.

Steve Allsbrook, Dover’s director of missions, considered several options to help provide the resources for the next years of ministry with Dover churches and leaders. In January, he noticed Sam and his gifts. Steve reflected on the possibility and consulted Personnel Chairman Mike Gillen in February. With Mike’s approval, Steve approached Sam in early March. Sam expressed interest and offered references. Steve and the Personnel Committee went to work checking references and drafting the job description. The references confirmed Steve’s observations of Sam. The Personnel Committee conducted an interview with Sam. All parties felt led to proceed. The Personnel Committee presented the job description and pay package to the Executive Committee for approval on April 8. Now they present Sam for approval.

If the Association votes to extend the call, Sam and his current employer Bryan Fogleman, also a member of Ridge Baptist Church and a Dover leader, are prepared for Sam to start serving Dover on May 1. The Personnel Committee would invite the Association to a formal installation service and reception at a time and place to be announced later. They would invite every Dover leader to extend a personal greeting to Sam and share things important to help Sam function in this new ministry position.

***How much will Dover pay Sam?*** This is a full-time ministry position. It will require Sam to work beyond normal office hours, including many nights and weekends. He will travel to Dover churches and other locations as he conducts his ministry. It is also an entry-level position. Sam is just beginning his ministry career, and Dover has never had an Associate for Missions. The pay package for this position, adopted by the Executive Committee on April 8, includes the following:

Salary*	\$13,913
Housing Allowance*	\$16,000
Christmas Check (= 1.5% of above)	\$449
Soc. Sec. Supplement (=15.3% of above)	\$4,645
Total	\$35,007

Benefits

Retirement (per Dover's Personnel Policy)	\$4,026
Insurance (per Dover's Personnel Policy)*	\$3,900
Paid Vacation and Holidays (per Dover's Personnel Policy)	
Study Leave (per Dover's Personnel Policy)	

Other Costs of Providing This Ministry Position

Furnished Office, Computer, and Cell Phone  
 Business Expenses and Mileage Reimbursement (IRS Rate)  
 Expenses for Continuing Education and Training as Required

*\*Salary and Housing Allowance amounts may be adjusted when the Association considers the recommendation to call Sam, but their total will not change. The amount shown for insurance is estimated and may change.*

Dover Baptist Association Job Description  
(Approved by the Executive Committee, April 8, 2008)

Job Title: Associate for Missions

Principal Function: Assist the Executive Director of Missions in leading Dover Baptist Association to fulfill its mission and functions more faithfully, effectively, efficiently, and lovingly.

The role of the Associate for Missions may include, but is not limited to, mission strategy, ministry to churches and church leaders, communications, and general leadership of the association. The Associate for Missions will serve as a strategist, have administrative duties, and provide leadership as a resource for association committees, councils, and teams. The Associate will have significant responsibilities in the areas of relationships on behalf of the Association and communications. In addition, the Associate will also serve as a general resource for the churches of the association and their leaders.

Accountability: The Associate for Missions is accountable to the Executive Director of Missions and the Executive Committee.

Responsibilities:

1. **Assist the Executive Director of Missions.** The role of the Associate for Missions will parallel the role of the Executive Director of Missions. The Associate will help collect information about God's work in Dover and among Dover churches. The Associate will contribute articles or speak to churches and other groups to help tell that story and create awareness of the Association's ministry. The Associate will represent the Association as requested by the Director of Missions. The Associate will also provide back-up to the Executive Director of Missions as requested by the Director or, in the Director's absence, other Association leaders.
2. **Develop skills and provide leadership in developing Dover's web site and other forms of communication related to Dover's mission and ministry.** The Associate will work with the Dover staff team to make effective use of Dover's web site, e-mail, and printed communications. The Associate will also serve as a resource to Dover Committee, Council, and Team leaders to help them make effective use of these tools. He or she will also have the responsibility to propose and supervise changes to make these tools more effective.
3. **Serve as Staff Liaison to Selected Committees, Councils, and Teams.** The Associate will share responsibility with the Executive Director of Missions in serving, either regularly or as a substitute for the Director, as the staff liaison for Association Committees, Councils, and Teams. The Director will work with the Associate to determine those Committees, Councils, and Teams with which the Associate will serve on a regular basis and at other times as circumstances may require.
4. **Manage Association assets as may be delegated by the Executive Director of Missions.** The Associate for Missions may be assigned management of possible designated assets (e.g., land held for future church sites and the Land Purchase Fund, etc).
5. **Maintain and develop relationships on behalf of the Association.** The Associate for Missions will work to maintain existing relationships with Dover churches, their leaders, and those who serve the Association (e.g., Association committee, council, and team leaders and members). The Associate will also cultivate relationships with others within and beyond the Association to help communicate the value of the Association and its ministry and to help the Association discover potential leaders and resources.
6. **Seek continuing competence.** The Associate for Missions will participate in seminars, continuing education, and conferences to develop and maintain the skills required to effectively fulfill the duties of this position.
7. **Other duties.** In consultation with the Executive Director, the Associate for Missions may perform other duties as needed.