PROFILE OF THE DOVER BAPTIST ASSOCIATION’S (DBA’S) NEXT LEADER(S)
This profile allows for Christian leaders who are devoted followers of Jesus Christ and are both male and female, working singly or as teams/partners, including clergy couples. It assumes seminary background with certifications and/or training in other disciplines. Must be able to navigate diverse cultural contexts.

BACKGROUND:
Demonstrated personal and professional attributes (from resumes, references, and records)

- Demonstrating emotional, moral and spiritual maturity, while continuing to learn and grow
- Serving God’s kingdom on earth with boldness and creativity
- Loving congregational and associational life contagiously
- Showing broad experience in and appreciation for church types and sizes
- Appreciating diverse congregational cultures --- rural, commuter towns, and suburban
- Having a track record of adaptive leading-edge ministries
- Modeling vibrancy in faith, in relationships, and in partnerships
- Living long enough to be experienced and young enough to provide energy
- Demonstrating proficiency in the range of office management technologies
- Preaching, speaking and writing clearly while using an array of media
- An active listener and questioner with robust curiosity
- Empowering, developing, and delegating to staff to take initiative, think innovatively, resolve problems, share vision, make sound decisions, act as a team, and create efficient work processes
- Demonstrating the ability to coach through conflict
- Demonstrating the ability to oversee the administrative functions of a non-profit

FOREGROUND:
Identifying ministry strengths for the future (with a listening guide for interviews)

• Committing to DBA’s long-term priorities, well-being, vitality, and viability while remaining alert to and discerning new possibilities
  ○ How well do candidates understand Dover’s uniqueness, distinctive history, and theological reason for being?
• Welcoming new ministry opportunities and challenges
  ○ How comfortable are candidates with change?

• Creating opportunities for varied and collaborative ministries
  ○ How ready are candidates for shared projects and relationships?

• Implementing “traditioned innovation,” creating futures from Dover’s healthiest DNA
  ○ How do candidates demonstrate roots (but not ruts)?

• Taking the long view of ministry while working to examine facts from all perspectives
  ○ How well do candidates look long, examine all angles, and then back-cast to wise beginning points for ministry?

• Communicating vision clearly and succinctly
  ○ How targeted and focused on Dover’s mission are candidates?

• Balancing missions and management and creating new ministries from solid research and development to fulfill The Great Commission
  ○ How at ease are candidates with sharing and delegating tasks that aren’t native to them?

• Modeling and teaching leadership both theologically and practically, in living images, mindsets, and worldviews
  ○ How at ease are candidates with leading from centers, at edges, and as bridges?

• Celebrating, sharing and matching congregational ministry stories to varieties of media
  ○ How well do candidates put faces on messages for personalization and immediacy?

• Coaching leaders toward imagination and maturity
  ○ How at ease are candidates with ministry on creative edges and helping others make decisions?

• Leveraging church leaders’ energy, gifts, and talents for collaborative hands-on ministry and missions
  ○ How motivational and team-oriented are candidates?

• Ministering effectively across diverse demographics of genders, local and global cultures, religious families, and ministry contexts
  ○ How comfortable are candidates with differences?