



# TAPROOT

C H U R C H

## THE OPPORTUNITY

Taproot Church is a small but vibrant church in Burien, Washington, a beautiful suburb of Seattle. Taproot has a long history of faithfulness amidst the unique challenges of doing ministry in the Pacific Northwest. The church is filled with dedicated and faithful people who value each other through community and service. Many of those who remain are regular attendees who have been at the church for decades, including some who were present when Taproot was founded in 1963.

Volunteers have stepped into leadership during the transition. The community groups are consistent and thriving. They value their children and place a high value on both their safety and spiritual growth.

The people of Taproot are steadfast in seeking to know and obey the Scripture. They are simple and straightforward about their faith, rooted in the Scripture, loving one another, discipling one another, and being formed into the likeness of Christ.

Taproot church is enduring. After a long journey through the toils of Covid culminating in a painful process of fragmentation stemming from conflict among leadership, they never lost their love for each other or the gospel. They are filled with optimism and excitement about what the future holds. Their size is not an indication of health. We are ready to engage and flourish in the soil of spiritual maturity and the nutrients of wisdom, vulnerability, and the love of Jesus Christ.

Taproot Church values spiritual maturity, discipleship, and the mutual building up of one another as the family of God. We are not focused on growth or hollow gestures to the surrounding community but rather on the will of God for the church flowing out of sensitivity to His will as we tap into the living water of the Word.

# THE COMMUNITY

Taproot Church sits in downtown Burien which is a suburb about 30 minutes outside of Seattle. Burien is a unique community in that it is made up of many smaller, changing communities.

It has a growing population of people who work in Seattle but have been pushed out of downtown by the cost of living producing a scenario where many people commute out of Burien until they can afford to rent closer to downtown or buy a house farther away.

Despite that, Burien has a strong business community and a substantial number of longtime businesses and residents. Covid took a significant toll on many of these businesses but the community can still be seen and felt, especially as it starts to come back to life with regular events that enjoy strong participation.

There is a highly diverse first-generation immigrant population in and around Burien, including many individuals who make up the service economy supporting the nearby Seattle Tacoma airport.

Burien's proximity to downtown Seattle and location near the airport as well as the junction between many major freeways contributes to high home prices and cost of living, sometimes creating distinction between older, established neighborhoods with longtime residents and apartment/rental communities near the center of the city.

Burien is a majority non-religious community. Despite a fair number of small to medium Christian churches, there are few other instances of public or established religious practice. Burien is a politically liberal-progressive community in alignment with the broader Seattle area.

Burien enjoys a good school system (Highline), Highline Community College, Highline Medical Center, a good number of parks and recreational options, restaurants, grocery stores, and proximity to the Southcenter Mall.

# THE CANDIDATE

The ideal candidate is a humble student of the Scripture who delights in all its forms for his own sake, as well as for the sake of the flock. He is gifted with an understanding of process and procedure without losing the ability to discern when compassion or courage must take precedence over those things.

He has experience either as a pastor or working in a non-pastoral/non-ministry capacity to recognize what is or is not important and prioritize time and effort accordingly. He recognizes his own limitations, welcomes transparency and accountability, and is willing to voice needs to supportive pastors, or the congregation as a whole

He proactively seeks out the strengths of others and effectively organizes individuals to support the work of the church according to their gifts while recognizing the possibility of volunteer burnout. He welcomes the leadership and wisdom of women in the church without feeling threatened by the theological conversation regarding women and men in the life of the church.

The ideal candidate also seeks discipleship in his own life, and leads and exhorts the congregation to do likewise. He has a familiarity with and appreciation of different forms of music used in congregational worship including both traditional hymns and praise choruses as well as more modern songs and styles.

He demonstrates the patience, wisdom, and ability to shepherd and walk alongside people of various theological convictions and persuasions within the body.

# THE QUALIFICATIONS

- Education: We view a 2-year degree to be a minimum level of education though it need not be theological in nature. We also highly value continuing education and are seeking someone who is pursuing continued theological/pastoral education in some capacity, whether toward a formal degree or similar achievement.
- Experience: At least 5 years in a pastoral role and at least 2 years of leadership experience.
- Competencies: Organizational Leadership: including (1) the ability to identify and appropriately empower individuals with administrative gifts and (2) communicate effectively and consistently with the congregation are requirements for Taproot.
- Vision: Taproot is seeking leadership that envisions the church and the city as the community of believers in Burien and not projects to be grown or fixed.

- **Values Discipleship:** It is important that discipleship be a significant component of the church's ministry to its members who then in turn invite the community into the family of God out of their own spiritual maturity.
- **Theological Alignment:** Taproot church is reformed-leaning, and balances adherence to the Acts 29 distinctives with a consistent focus on the love of Jesus Christ in all things.
- **Leadership Humility:** Respecting the Biblical principles of both leadership and accountability in the context of congregational shepherding shared between elder and deacon roles, with a recognizable lead pastor who nonetheless shares the burden of church leadership with qualified elders who in turn hold him accountable.

