



The Grove Church
(formerly known as Maple Grove Evangelical Free Church)
Maple Grove, Minnesota
Executive Pastor Opportunity Profile

January 2017

The Grove Church (www.mgefbc.org) in Maple Grove, Minnesota is seeking its next Executive Pastor. With a refreshed vision and strategy, it's an exciting time to join this vibrant faith community as they build on a solid existing foundation and aim for even greater ministry impact in the Maple Grove community and beyond.



OVERVIEW

The Grove Church is an energetic and healthy congregation of about 650 that is affiliated with the Evangelical Free Church of America (www.efca.org). Located just northwest of Minneapolis in the beautiful and family-friendly suburban community of Maple Grove, this desirable place to live has a population of approximately 70,000 residents making it the 8th largest city in Minnesota. An attractive suburb in the Twin Cities Metro Area, Maple Grove is home to some of the best schools in the state, with Maple Grove High School specifically being selected as one of the nation's "Best High Schools" by U.S. News & World Report in both 2015 and 2016. With lakes, rivers, trails and parks, Maple Grove provides numerous recreational opportunities for those who love the outdoors through all four seasons.

Situated on the shores of beautiful Rice Lake, The Grove Church offers two worship services at 9 and 10:45 am. The 70-minute multigenerational worship experience is lively and casual in nature. By incorporating modern music as well as hymns arranged in contemporary formats, the goal of weekend services is to connect hearts with God while providing relevant insight into how Biblical truth informs daily life. Wednesday night is family night at The Grove Church, with lively and active children's programming (Quest 2>52) offered weekly, as well as dinner for the entire family on the 1st and 3rd Wednesdays of the month. Throughout the week the church is abuzz with activities including Student Ministries on Sundays and Mondays, MOPS on Tuesdays, and various Bible Studies and rehearsals throughout the week. By God's grace, the church is financially healthy with a \$1.7M operating budget, zero debt, and a commitment to giving 10 percent of all receipts received annually to missions.

With a rich and storied history, The Grove Church is on the cusp of an even brighter future. Built upon the strong foundation of Jesus Christ, the legacy of faithful church leaders and a current healthy context, The Grove is beginning a refreshed pursuit of its call to ministry. In 2016, church leaders developed a new vision to move ministry in an intentional and energized

direction, entitled “Maximize and Multiply.” The vision is **“to MAXIMIZE their gifts, talents and resources and to MULTIPLY committed followers of Jesus Christ in Maple Grove, the surrounding communities and throughout the world.”** This has been defined through a 3-year strategic plan that aims to accomplish the vision through five clear initiatives:

1. **DISCIPLE MAKING:** define disciple making and create a path with metrics and milestones
2. **CHURCH PLANTING:** consider potential partnership with Revive Church (www.revivebrooklynpark.org) and plant by Easter 2018
3. **NAME CHANGE:** to a simpler and less confusing name to prepare for church plant (just completed and announced)
4. **BYLAWS REVIEW:** update current bylaws for social issues and best practices to prepare for church plant (proposed changes at the January 2017 business meeting)
5. **BUILDING RENOVATION:** improve functionality and aesthetics by using good stewardship of resources (will take on no debt)

One of the key components of the current bylaws review is positioning the church for a healthier and stronger future by shifting the governance model from a traditional congregational governance model to a staff led, elder overseen, and congregationally affirmed form of governance. This is a necessary step if the church is to thrive as it pursues its new vision. Currently a work “in process,” it—along with the other initiatives—requires large amounts of time, communication and management by church pastors and leaders.

HISTORY

For the past three years, longtime member Jim Hobbs has served as the Executive Pastor. Called out of the marketplace into this first ministry position, Jim’s mature leadership, business experience, effective organization, high emotional intelligence and successful guidance of the staff resonated with people and helped to elevate church ministry to new heights. This past fall, Jim felt the Lord calling him to a new ministry close to his hometown, and has since transitioned to Michigan. While happy for Jim and his family, it has been a sad reality for many in the church, as Jim was a beloved leader and friend. Still, the ministry at The Grove Church is moving forward and the church is eager for its next Executive Pastor to pick up the baton of executive leadership and forge ahead.

Jim’s partnership with Lead Pastor Jon Platek was effective and there is great hope for a similar dynamic with the next Executive Pastor. With similar strengths and passions, Jim and Jon were able to divvy up ministry responsibilities that maximized their respective skills, impact, and efficiency. While no two people are the same, someone who has a similar high-level leadership quality is the kind of Executive Pastor who will serve The Grove Church well. The church will welcome an Executive Pastor who builds on a foundation laid by another, and who effectively manages multiple projects and responsibilities. At The Grove Church this includes oversight of the five initiatives from the strategic plan, staff leadership and development, ensuring that best practices and systems are in place, prioritizing projects and helping the church “move the ball forward” in an effort to reach its preferred future.

In short, there are a lot of moving parts, and a high capacity, high energy and highly relational leader is needed to ensure their current positive trajectory. Given the complexities of the present season, it is all the more critical for the new Executive Pastor to manage the team with professionalism and expertise, but also to effectively partner with Jon. Ideally this individual will lead the staff with love, accountability and grace. With a leader like this in place, the future looks exciting and bright!

The Opportunity

The Grove Church is ready to welcome an Executive Pastor who will partner seamlessly with Pastor Jon, connect easily with the Elder Board, lead the staff gracefully through relationship

and skill, and rally the congregation diligently to put their full weight and effort behind the ministries and mission of The Grove Church. Understanding the “Second Chair” dynamic and applying it to the ministry context specific at The Grove Church is a tremendous opportunity for the next Executive Pastor. Gaining the trust of key constituents and effectively leading them as they deploy their strengths into ministry will pay huge dividends in accomplishing the future vision of the church.

As described above, this role is not without its challenges. First and foremost is following in the footsteps of the previous Executive Pastor. Jim developed positive relationships and was an effective leader who embodied and modeled the type of culture that the church is creating. His successor is someone who will implement strategy in a respectful and gracious way, guide and correct people in a clear but loving manner, and embody a fun yet stable presence that delivers a balanced attention to detail with a healthy sense of responsibility. There is an opportunity for the incoming leader to engage a staff and congregation that are already healthy and cohesive. Additionally, the ministry staff enjoys a wonderful professional and personal camaraderie that makes working at the church particularly special. This strong and healthy staff culture is notable, and will readily welcome the next Executive Pastor into its warmth and fellowship.

As The Grove Church follows its new vision of MAXIMIZE and MULTIPLY, the church is aggressively pursuing five distinct initiatives that are the main components to the strategic plan. This is no small task! The incoming Executive Pastor is charged with championing the implementation of this robust 3-year strategic plan. Undoubtedly, this is a large workload that will require a lot of horsepower, so the incoming leader should be motivated and gifted to “run point” and provide oversight to multiple, concurrent projects from day one. A thoughtful and thorough assessment of each of the initiatives (disciple making, church plant, bylaws revision and building renovation) will be required immediately upon—if not before—joining the team to gain fresh eyes and a clear perspective of what is entailed in managing each of these key initiatives.

While the church feels healthy, questions are being asked about why attendance has flattened and why a younger family demographic does not seem drawn to the church. The average age of a Maple Grove resident is around 38 but the average age of an The Grove Church attendee is around 50. There is an opportunity for the next Executive Pastor to continue this important dialogue and to suggest processes that will help leadership identify key factors that are contributing to these challenges, and to help mitigate further attrition.

The Grove Church desires to pursue and promote a balanced and biblical model of discipleship and evangelism that works in tandem. As two sides of the same coin, The Grove Church desires to help its congregation see refreshed opportunities for growth through a balanced approach to discipleship and evangelism that will foster goodwill in the community and catalyze greater internal momentum for new initiatives. Recent staff transitions, along with the significant changes proposed in the five initiatives, create a unique opportunity for the incoming Executive Pastor to help contribute to a new season of leadership stability in the church.

Excitement and anticipation are building at The Grove Church. With the right Executive Pastor in place—one who partners, leads and loves well—the sky is the limit for God-glorifying ministry to thrive and for lives to be touched in Maple Grove and beyond.

The Candidate

A strong, evident faith is essential for the Executive Pastor at the Grove Church. As a leader who seeks to be an example for others, the right pastor understands that ardent prayer is a necessity to achieve maximum effectiveness in ministry. He will listen to others with empathy and care, while making good, wise decisions and modeling a “consistency of character” whether in the church or in the community.

This leader will enjoy leading from the second chair by partnering and supporting Pastor Jon. Ideally, the Executive Pastor will build a trusted relationship with Jon, understanding who Jon is, how he leads, where he thrives, and how to shore up his gaps so that they are better together and well positioned to move things forward. A second key dynamic is the Executive Pastor's relationships with the Elder Board (of which he is a non-voting member) and the staff. Establishing a healthy relational connection with these groups will build a strong foundation for effective ministry.

The incoming Executive Pastor will be called on to engage stakeholders in the implementation of the initiatives of the 3-year strategic plan. The right individual will understand the steps necessary to operationalize the Maximize and Multiply vision and effectively work with others to "get the job done." Effective communication, delegation and follow through are essential. Establishing metrics that measure progress toward success and holding others accountable to objectives and goals will be done effectively and graciously. In addition to the five major initiatives, general oversight of church organizational systems, structures and staff members will be the responsibility of the Executive Pastor. The Grove Church will benefit from someone who continually looks for that which is working and that which needs improvement. Keeping his finger on the pulse of ministry operations, he will notice what needs attention and priority while having the foresight to anticipate obstacles.

The next Executive Pastor will play an important role in finding the appropriate balance of promoting healthy change without pushing the body beyond its limit. Clear and consistent communication will be essential. This leader will not force issues forward, rather through time and influence, communicate plans and rationale for decisions so the church body feels included in the process. This includes taking time to socialize ideas, answer questions, and provide open avenues for input and feedback while staying focused and committed to forward momentum. Relational, warm and approachable, the ideal candidate for will manage the process of change with prayer, grace, kindness and a good sense of humor. This demeanor will put people at The Grove Church at ease, helping them to develop the kind of trust that will last a lifetime.

"Team" is an important value at The Grove Church so the right Executive Pastor will enjoy collaboration and will act as a guardian against staff isolationism or a "siloeed" ministry culture. As one who is passionate about empowering others in ministry, the next Executive Pastor will promote a well-aligned and optimized team. Offering a keen awareness as how to draw out the very best from staff members, the ideal candidate will invest in the team through mentoring, professional development, and coaching. Identifying individual strengths, he will draw out the best in others so that the entire team is energized, optimized and balanced. Maximizing participation and championing their good efforts, the Executive Pastor will "celebrate wins", affirm the positive, and help the church realize the "big picture" of all that God desires to do in and through The Grove Church.

Preferred Candidate Qualifications

- A Bachelor's degree minimum; Master's degree or significant relevant work experience preferred
- Theologically aligned and in agreement with the EFCA statement of faith (www.efca.org)
- Significant management experience including supervision, leadership and development of multiple paid staff members
- Significant leadership experience including implementation of strategic plans and projects
- Spiritually mature and emotionally intelligent
- Able to build relationships and work collaboratively
- Effective communication and organizational skills
- Significant lay leadership experience if coming from the marketplace

Inquiry Process

If after reading this description you have some interest in the Executive Pastor position at The Grove Church and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume or CV (**in Word doc format only**)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Myers-Briggs, etc.)
3. A current headshot photo of yourself, a current photo of your family, and family bio (**in Word doc format only**)
4. Five references, including: One supervisor or overseer (could be a board member), two or three staff associates, with at least one from someone you have supervised, and one or two personal. *NOTE: These references will be contacted later in the process and only with your prior approval.*
5. Written responses to the following questions (**in Word doc format only**). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
 - a. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. How do you spiritually stay refreshed in the midst of ministry demands?
 - b. What is it about the opportunity at The Grove Church that attracts you to this position?
 - c. What are two or three of your core strengths? Please share two or three examples of situations where you utilized your core strengths to move forward the church or ministry you were leading.
 - d. What values and experiences guide and shape your philosophy of ministry?
 - e. What are the key factors that you believe should be present in your next church and ministry in order for you to be most effective?

Please submit your information to:

Jamie Sipsma
NL Moore & Associates
jamie@nlmoore.com
410-262-8313