



OPPORTUNITY SNAPSHOT

EXECUTIVE VICE PRESIDENT OF OPERATIONS Evangelical Free Church of America (EFCA)

Overview

The National Office of the Evangelical Free Church of America (www.efca.org) is seeking an experienced CFO/COO to serve as its Executive Vice President of Operations. Working directly alongside the President, this is an exceptional and rare opportunity for a talented operational leader to engage with a multi-faceted organization to impact and advance God's Kingdom nationally and internationally.

The Big Idea



The Executive Vice President of Operations is coming into the EFCA at a pivot point. As President Kevin Kompelien looks to the future, he is eager to assess operational leadership needs with fresh eyes, to potentially increase the diversity of leadership within the organization, and to empower this position to implement the vision and value for "one EFCA." This is a rare opportunity for a strategist that can effectively translate the vision into an operational action plan and implement it with organizational alignment and effectiveness. Relationships and teamwork are important here, so the right leader will break down silos and facilitate collaboration across departments, mobilizing operations teams to achieve their mission to provide EFCA pathways to multiply transformational churches among all people. This individual will help the President lead the organization forward with fiscal responsibility, as evidenced by a strong financial position, with growing support for ministries and operations from EFCA churches. They will further develop a culture of accountability, integrity, and honor; where trust is evident, people are cared for and valued, and the fruit of the Spirit is as important in someone's life as their ministry effectiveness.

The National Office



The national office is home to the operational and ministry teams that serve the 1,350 churches, 625 missionaries, and affiliated EFCA pastors and ministries nationally and globally. This is an historic organization, and experiences all the blessings and challenges of that reality. As the national office looks to the future, there will be a continued focus on delivering the mission by working together toward common objectives, shared values and trusting relationships.

The Candidate



The ideal candidate will bring a strong financial background, experienced leadership and management to the EFCA in order to improve the overall stewardship of human, financial and operational resources. With well-developed analytical skills that allow for clear, accurate assessment of finances, current funding streams, risks and benefits, as well as operational efficiencies, the incoming Executive Vice President of Operations will help to maximize resources to benefit the mission. Aligning this complex organization will take spiritual discernment, patience, partnership with fellow senior leaders, and decisiveness. Relationships are important here, so the selected candidate will be motivated to be a visible and approachable leader who enjoys people and easily serves as a "face of leadership" within the building. This individual will set a standard by being accessible, listening well, inviting input, and creating a workplace culture that consistently displays a positive, "can do" attitude toward achieving the mission.

The Location



The national office of the EFCA is conveniently located near the Minneapolis-St. Paul international airport and the Mall of America in Bloomington, Minnesota. Known as the "Land of 10,000 lakes," the greater MSP metro area is a scenic, family-friendly region with a plethora of parks, lakes, rivers and natural beauty that can be enjoyed during four distinct seasons.

The Qualifications



A deep, personal commitment to Jesus Christ and a heart for the local church; A Master's degree minimum, ideally focused in finance, business, leadership or management (MBA, Finance, Accounting, CPA); Minimum of five years of experience at the highest level of operational leadership (COO, CFO); Management experience including supervision and development of multiple department and paid staff; Experience in the non-profit sector and/or missional organization with financial oversight of more than \$10 million; Significant leadership experience including implementation of strategic plans and projects, change management and process improvements; Skilled communicator; Prior board experience; Member of an EFCA church.

Next Steps



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