



**Church of the Open Door  
Lead Pastor Opportunity Profile  
Maple Grove, Minnesota**

November 2019

Church of the Open Door ([www.thedoor.org](http://www.thedoor.org)) is on the verge of a new chapter of ministry and is eager to welcome an authentic, energized and relationally gifted pastor and leader to engage with a committed team that is already prayerfully discerning God's plans for what's next. With a clear focus on community, spiritual formation and mission for the sake of others, Open Door is seeking a Lead Pastor who will love them, lead them, help them catalyze and re-engage their purpose in Maple Grove and beyond.



**UPDATE**

The last twelve months have had a shaping impact on the Open Door congregation. After successfully moving through the search process and extending a call to a candidate, family issues caused the candidate to regretfully, but firmly, decline the call. While understanding the reasons, this disappointment has taken some of the wind out of the collective sails of the congregation. They are now more eager than ever for the new pastor to arrive. A recent congregational survey confirmed that the people are feeling some frustration that the process has extended, but they are also hopeful and appreciative of the ways that the community of the church has been developing and forming in new ways during this season.

**THE JOURNEY**

Founded in 1946, Church of the Open Door began its journey toward its current identity in 1980 with the call of Pastor Dave Johnson. From the time of his arrival, Open Door emerged as a new and different kind of voice among the traditional churches in the region. Preaching a message of grace and healing, with a fresh, edgy-for-the-time style of worship, the church exploded in growth and spent the next 20 years meeting in schools and community centers in and around the northwest suburbs of Minneapolis, affirming that “church” isn’t about the trappings of the environment, but the personal encounter that an individual has with Jesus and the Word. After 38 years, in November 2018, Pastor Dave retired from pastoral ministry with the love and appreciation of a grateful congregation. He will remain tethered to Open Door but is actively pursuing new opportunities to teach and communicate regionally and nationally.

Since 2002, Church of the Open Door has been located on a 42-acre parcel of land in Maple Grove. When the building opened, the congregation of 2,200 people moved into a beautiful state of the art facility. Growth continued and the church welcomed as many as 4,000 people at one point. Many people remember the vibrancy of seeing the 1,800 seat worship center filled with individuals who were primarily drawn by a powerful message of grace woven into nearly every sermon and an approach to teaching Scripture that is commonly described as meaningful, deep, contextual and challenging. People came to drink in the experience of Open Door, and to find freedom in Christ without expectation. Today, Open Door welcomes about 1,000 people to worship each weekend. In February 2019, the church moved to one service in order to give the people more opportunity to feel a part of a community, and to connect and unify as they move into this next season together. During this period of transition, they also engaged an Ops Task Force to help make some important recommendations to right size the organizational structure and systems of the church, which have been successfully implemented during this interim season.

Also in 2002, Church of the Open Door left the Christian and Missionary Alliance denomination to become non-denominational. Over the years the theology and doctrinal positions of Open Door have been shaped as they have grappled with various issues and adopted new positions when results warranted (i.e.: gifts of the Spirit, women in pastoral ministry). The congregation and leadership have been impacted by the works of good leaders like John Wimber, Dallas Willard, Leanne Payne and Ruth Haley Barton. Open Door embraces the process of prayerful discernment and formation, organically exploring each idea, acknowledging when mistakes have been made, and wrestling through the various “tensions” and “struggles” between theological viewpoints in a manner that is powerful and formative. This exemplifies their mission *to invite people to engage in the struggle of becoming fully alive in God.*

The continuing vision of Open Door is *to be a community of people radically committed to spiritual formation for the sake of others.* Open Door values:

- *Brokenness welcome here.* Come as you are. No matter what you've done or where you've been, this is a place of grace.
- *There's no need to hide.* When life gets messy (and it will), we don't fake it around here. We believe God meets us in our real lives, not the lives we wished we had.
- *Embrace the struggle.* We stay in the struggle of becoming fully alive in God because we know the only way out is through.
- *Live in grace and truth.* Life in God is a mystery and its questions don't have tidy black and white answers. Together, we seek Jesus' third way of grace and truth.

The Sunday morning worship service has always been central to the Open Door experience. An exceptional worship team leads the congregation in vibrant worship followed by Word-centered teaching from the Lead Pastor or one of a number of teachers on staff. A few years ago, Open Door launched a new ministry called the Center for Spiritual Formation, which brings together a cohort of individuals for a two-year journey where they learn simple ways to practice spiritual rhythms that fit with life, and bring them into the presence of God so that God can change them. Additionally, ministries to the next generation, and both local and international mission, are a high priority. Over all, the anchor of prayer is viewed as an essential cornerstone of every ministry and is integrated into all aspects of church life.

An Elder Board that is comprised of the Lead Pastor and five men and women leads Open Door. The Elders are committed to the spiritual oversight of Open Door and take seriously their call to unity through prayerful discernment and the pursuit of consensus in decision making. Open Door Elders subscribe to an “incarnational” view of church. They view the church as “the locker room” where people come to be fed, to learn and to be encouraged. Then, they are sent back out to where the game is played. While the church absolutely wants to reach new people and incorporate them into the life of the church, they have not oriented organizational energy toward attracting people. They focus the bulk of ministerial energy toward equipping and transforming those in their midst so that they, in turn, can be sent out to bring the gospel and presence of Jesus to the world.

## THE OPPORTUNITY

This is an exceptional opportunity for the right leader. Those who call Open Door their church home also see the amazing potential that exists here, and look forward to a thriving future. They recognize that the church is at a kind of crossroads. They want Open Door to remain a place of grace and transformation, but they also see the need to develop and clarify the road map as to “what we do and how we do it.” They want to feel missionally engaged in the local community but aren’t sure how best to bridge their focus on individual spiritual formation with corporate missional outreach and impact. The church is ready for a refreshed experience that includes more unified structure, strategy and direction. Not at the expense of the organic “heart” and connection with the sacred river that has been flowing here through the teaching ministry, but adding to it so that untapped potential is released and more people are growing, engaging, and transforming by God’s grace and the power of the Spirit.

The incoming Lead Pastor will be called on to work collaboratively with the Elders and staff team to bring clarity to what the vision means for the future of the church and to inspirationally communicate the action plan to the staff and people so that they understand how to bring the plan to life. Building on its historic strengths, this humble, yet confident leader will help to focus the experience of Open Door and to establish the kind of consistent rhythms of life changing ministry that motivate people to become part of the good things God is doing here. By authentically modeling spiritual formation and leadership, the next pastor will work with and develop the team to align ministry plans, coordinate opportunities, clarify entry points and ensure onramps so current attenders and spiritually curious people can more fully engage, helping the church as a whole build momentum and confidence in its future.

Once direction is set, the incoming Lead Pastor will have an opportunity to work with operational team members to support and encourage those who serve on the front lines of implementation, ensuring the whole team is well managed, supported, and achieving objectives. Open Door hopes to call an experienced pastor who will bring wisdom and leadership skills to the messiness of growing and developing relational and organizational dynamics. This includes modeling healthy boundaries and spiritual practices, and inspiring and encouraging others to be transformed through everyday relational conflict. It is also important to create space for differences and to allow biblical perspectives to inform shared viewpoints. This good leader will bring people together to talk, listen, pray and discern what is best for the church and its people.

Passionate and creative biblical teaching is central to this opportunity. Following a 38-year Pastor who is best known as a teacher is challenging in any context. There will undoubtedly be some comparisons. So, it is essential that the incoming Lead Pastor teaches others out of the well of deep personal love and passion for God and His Word, and reliance on the power of the Holy Spirit to touch the hearts and minds of the people. The right “fit” for the church will have enough experience to speak creatively and authentically, personally sharing stories that help others to relate. Just as important, Open Door values a team approach to the teaching ministry, so he or she must also be able to equip and develop others who possess teaching gifts so the team flourishes, messages connect with the complexities of current culture and people are continually drawn to find healing and transformation with Jesus.

Relationships are extremely important to this congregation and the incoming Lead Pastor will need to display a high relational EQ if he or she is to be effective at Open Door. The church and its people will benefit from a pastor who expresses a clear call to serve this local church and who envisions the best years of ministry being devoted to developing the amazing potential of Open Door. The heart of any successful ministry is trust. Communication about several staff transitions over the past several years lacked transparency and created some skepticism in the people. So it is essential the incoming Lead Pastor take time to get to know people, to build trust, to be known, and to communicate with genuine pastoral care.

Church of the Open Door is a congregation that reflects the values of grace, healing, hope and love. The people are eager to be the hands and feet of Jesus to one another and to their community. They need a

leader with passion and energy to champion a plan so that many are inspired to be a part of the good things that are happening here. With the right leader in place, and a congregation that is ready to align and innovate, the future of Church of the Open Door is exciting and bright!

## **THE CANDIDATE**

The right candidate must be a humble believer who demonstrates a genuine and deepening relationship with Jesus Christ, God the Father and the Holy Spirit. Passion for growing in Christ-likeness through regular engagement with spiritual practices (prayer, worship, solitude, sabbath, scripture) will keep them open to the gracious work of God, and committed to a life that is integrated and shaped by these practices. As someone who loves God and loves people, the right candidate will guide others in personal and corporate prayer and discernment, and will whole-heartedly believe formation happens in the context of community, listening and asking good questions that encourage people to be active in the struggle of faith and life with others. Ideally, spiritual passion will flow out of them not only for personal formation but for the sake of others, motivating others to become more Christlike as well. Known as authentic and trustworthy, he or she will be led by, and respond to, the Holy Spirit. He or she will possess the qualities of an Elder as described in 1 Timothy 3. It is essential that a prospective candidate fully endorse and support the Church of the Open Door's mission, vision, values and statement of faith.

As a highly relational and charismatic individual with a talent for communication who displays personal integrity and depth in their handling of the Word of God. The ideal candidate will be self-aware, possessing a humble yet confident understanding of who they are, and who they are not. As a wise and talented leader, this individual will enjoy developing and releasing the talents of a team. Given the journey of the church over the past several years, it is important that this individual understand organizational leadership and development. They must also be adept in developing healthy teams and relational connections with others, and lead out with spiritual maturity and emotional intelligence. Additionally, a demonstrated value for life-long learning and seeking the wisdom and guidance of appropriate mentors is a benefit.

Open Door is looking for an experienced Lead Pastor to lead them to live out their commitment to community, formation and mission for the sake of others every day. A theological graduate degree from an accredited institution is required; with a Master of Divinity degree preferred. Open Door prefers a candidate with a minimum of 10 years of experience in senior pastoral leadership. This may take the form of Lead, Campus, Senior or Teaching Pastor with significant experience in team leadership in a multi-staff setting, overseeing and developing paid staff, and significant time teaching from the pulpit.

## **INQUIRY PROCESS**

If after reading this description you have some interest in the Lead Pastor position at Church of the Open Door 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 format)
2. At least two links to audio or video of you preaching/communicating
3. Five references (one supervisor or board leader, two staff associates, and two personal). These references will be contacted later in the process and only with your prior approval.
4. Written responses to the following questions. 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.
  - 1) Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. What practices or rhythms have you incorporated into your life to keep the life of God growing in you and also flowing out of you into your ministry?
  - 2) What is it about the opportunity at Church of the Open Door that attracts you to this position?
  - 3) How do you demonstrate your commitment to community, formation and mission for the sake of others in everyday life?

- 4) It has been said that the best leaders often “lead with a limp.” How have you been shaped by brokenness or failure? How have you been refined by success? How have you experienced God meeting you in both failure and success? How has that limp affected your ministry?
- 5) 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:

Nancy Moore  
NL Moore & Associates  
nancy@nlmoore.com  
651-335-6527