



OPPORTUNITY SNAPSHOT

SENIOR PASTOR
Compass Church

Overview

Compass Church (www.compasschurchaz.com) in Goodyear, Arizona is a dynamic, healthy congregation of 800 attenders that is excited to welcome a new Senior Pastor. After more than 12 years of ministry, Pastor Tim Jacobs was called to the District Superintendent role with EFCA West. His departure creates an incredible opportunity for a new pastor to enter into vibrant community and work with a great team to guide it into its future.

The Big Idea



Compass is in a wonderful and healthy season, evidenced through a church health assessment conducted in November 2019. As Compass looks ahead, the future is flush with possibilities. Yet, in the midst of all the good, there are still areas for improvement: The church has been on a plateau recently. Space constraints are a challenge and self-limiting. Fortunately, Compass owns nearly five acres of vacant land adjacent to its existing complex. Visitors have been great, but it is not translating into regular attenders. Collaboration is a strength of the Compass staff, yet the configuration of the staff needs optimization. The incoming Senior Pastor will have the privilege to dream, plan and strategize as how to maximize this healthy ministry in ways that position the church for optimal Kingdom impact.

The Church

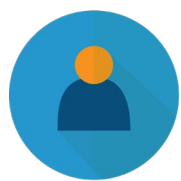


AFFILIATION: Evangelical Free Church of America (www.efca.org)

ATTENDANCE: 800

ABOUT: With a mission to help people find their way to God, Compass offers three identical modern worship services at 8, 9:30 and 11a.m. The 70-minute worship experience is warm, welcoming and casual, with a value for relevant, biblical teaching. The church is known for its presence in the community, its annual Halloween party (4,000 attended last year) and its outdoor Easter service (2,000). With a budget of \$1.08M, the church has a staff of 12 (includes two church planting residents) and is governed by a seven-member Elder Board that includes the Senior Pastor.

The Candidate



Compass desires to call a pastor who is experienced and energized by the opportunity to come into a good situation and make it even better. Motivated by healthy teamwork, he will bring a keen eye for assessment and work with others to identify goals that increase the impact of this vibrant church. He will have eyes to see what is possible, and facilitate innovation that improves the church. As a relational pastor who models an authentic faith in Jesus, he will possess a passion for being part of God's work. Confident, yet humble and encouraging, the ideal candidate will lead out of the fullness of his own spiritual walk with God. The right candidate will be an exceptional preacher, communicating biblical truth with passion, conviction and grace. As a multi-generational church, the right fit will care deeply about the next generation, and is relatable to all people, including those who are spiritually mature or spiritually curious. The right leader for Compass will work hard, prefer collaboration, listen to others, and foster trust as plans begin to take shape that bring the new vision to life.

The Location



Compass is located in beautiful, family-friendly Goodyear, Arizona, just west of Phoenix. This desirable place to live has a growing population of approximately 80,000 residents. The city is home to Goodyear Ballpark, where the Cleveland Indians and Cincinnati Reds baseball teams hold spring training. Nearby Luke Air Force Base brings military families into the community. With beautiful views of the Estrella Mountains, a low cost of living and affordable housing, Goodyear was voted one of the "Top Ten Best Suburbs To Buy A House" in the Phoenix area.

The Qualifications



Theologically aligned with the EFCA; Master's degree or higher strongly desired; Ten years of pastoral ministry experience in a growing, dynamic church. This should include multiple years of preaching and oversight of paid staff; Experience leading in a multi-staff setting, with a preference for a "team" dynamic; Emotionally mature, naturally relational, easily approachable and friendly. Exceptional preacher, teacher and communicator; Effective understanding of organizational management best practices; Experience in building expansion a plus.

Next Steps



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