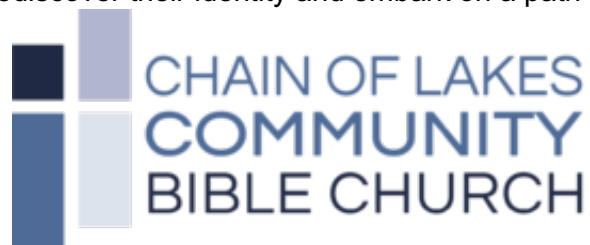




Senior Pastor Opportunity Profile
Chain of Lakes Community Bible Church
Lake Villa, Illinois

January 2021

With a mission *to follow Jesus, love people and share God's love*, Chain of Lakes Community Bible Church (chainoflakescommunity.church) in Lake Villa, Illinois is eager to call a new Senior Pastor to love them and lead them as they rediscover their identity and embark on a path toward renewal.



Chain of Lakes Community Bible Church (CLCBC) is moving through a challenging season. Following the departure of their former pastor (along with 150-200 people) in November 2017, the church has been in an extended season of interim. The remaining 300-350 attenders were grateful for an 18-month interim pastor, but following his departure several months ago, they are ready for a permanent pastor. The result of a church health assessment in September 2020 showed there is more work to be done. This is a great opportunity for a Senior Pastor who wants to love and lead a community as they press on toward the goal of becoming a unified, revitalized and engaged congregation.

OVERVIEW

The Word of God has always been a cornerstone of ministry at CLCBC with many people being drawn to the church because of the Scripture-based, expository approach to teaching. The church was founded in 1984 as a non-denominational church by several families who wanted to establish a bible-centered congregation in the beautiful lakes region of northern Chicagoland. Closely aligned with Moody Bible Institute, CLCBC continues to appreciate their connection to Moody. They called their first full-time pastor, Don Sweeting, in 1987, and he served for 10 years. His father, Dr. George Sweeting is a former Moody President who actually joined the staff as a Pastor to Senior Adults in 2004. At that time, he launched the Pacesetters group, a ministry to senior adults, that continues to meet today. Even though

he has since retired, “Doc” Sweeting as he is affectionally called, continues to attend and his legacy continues to influence the church and its leadership. People fondly recollect an impressive list of pastors, speakers and musicians that all found their way to CLCBC at Doc’s request. CLCBC’s second pastor stayed only three years. Following his departure, the church had an interim season before inviting Pastor Kerry Bauman, who was their youth pastor at the time, to step into the Senior Pastor role in 2003. While he served 14 years as Senior Pastor, his wife served as Worship Director.

Over the past 15 years, the church averaged between 500-600 attenders each week, drawing people from a variety of church backgrounds, including Baptist and Catholic. A strong commitment to biblical education (through classes, groups and Bible studies) as well as a value for missions have been hallmarks of CLCBC over the years. The church strives to be generous with financial resources, supporting staff that were commissioned as missionaries as well as young people who felt called into vocational ministry. Additionally, the church serves as a PADS facility, welcoming and housing up to 40 homeless men in their building on Monday nights, providing them meals and a warm area to sleep. In the past, youth ministries were active and thriving but leadership transitions slowed momentum for a season. Currently they have seen renewed growth in some youth ministries.

CLCBC’s facility is well-situated, located on 40+ acres of land just off a main thoroughfare. With plenty of parking and easy accessibility, CLCBC is a regional church drawing people from a number of communities in northern Illinois and southern Wisconsin area. Services are offered at 9 and 10:45 a.m. Well-known as one of the only evangelical churches in the area with a blended traditional style of worship, the space feels classic, comfortable and modern. With open wood-beamed ceilings and wood floors, the beautiful space seats 425 people. A large fellowship hall is located behind the sanctuary, and there is ample space for Children’s Ministry and church offices in the lower level.

The church describes itself as multi-generational, but many of the younger families left in 2017. The congregation would like to grow younger and attract more families with children and youth to the church, but some stylistic adaptations may be needed in order to help CLCBC resonate and connect with a wider range of people. Currently, 69 percent of the congregation is over the age of 55 years. The church is served by a staff of seven, including an Associate Pastor (currently overseeing Men’s and Youth Ministry), Worship Director, Coordinator of Children’s Ministry and Assimilation, Communications Coordinator, two part-time administrative assistants, and a bookkeeper. The church is governed by an Elder Board of seven men and the Senior Pastor.

THE OPPORTUNITY

CLCBC represents an opportunity that is ripe with potential. While some good work has been accomplished through the interim season, more needs to be done. At its heart, CLCBC values biblical teaching and relationships. The people are looking for a pastor who dynamically communicates God’s Word in a way that stimulates, encourages and connects biblical truth to the challenges of everyday life. Throughout the years, CLCBC has preferred sermon messages that are expository and text-based, and intellectually stimulating. As they look ahead they also recognize the benefit of unpacking Scripture in a manner that is practical and relatable with young and old alike.

The people want and need to be pastored and led. They will respond well to a pastor who is loving yet direct and straightforward, communicating in a way that spurs people on to apply what they know. Some of the people seem to have grown so focused on biblical education they have missed opportunities to fully live out their faith by reaching out to those inside and outside the church with the fruits of the spirit. A few attenders described their church as “selfish” and “self-righteous.” A strong, loving pastoral presence, as well as practical opportunities to apply faith to life, are needed to effectively bridge the gap, teaching God’s Word as well as applying it in the church and in the community.

There is untapped potential within the people but something seems to be holding back their engagement. The incoming pastor will face the challenge and opportunity to figure out what barriers exist and remove

them so these good people can engage and play their vital role in the work of the Body of Christ. After the losses they have faced in the past three years, they will need encouragement and direction to flourish. Attenders will respond positively to a pastor who will take initiative to know them, to listen to their stories and their history, understand their gifts and care about their true spiritual condition. The incoming pastor will have an opportunity to work with the elders, staff and congregation to understand their spiritual gifts and strengths, in order to gain a balanced, strategic understanding of how best to encourage and deploy them. Right ordering the people to align their gifts and priorities will help the church develop the unity and momentum they truly desire.

The ideal “fit” for CLCBC will have experience discipling individuals and a missional heartbeat that wants to see lives touched and changed with the love of Christ. He will want to see the communities around the church positively impacted because CLCBC is in it. As he initiates change to help the church regain its vibrancy, this pastor will firmly but lovingly communicate direction and expectations, offering clear biblical rationale while remaining empathetic and accessible to those with differing opinions.

Staff are eager for leadership. They need support and want direction. They are being asked to do more, particularly during this extended COVID season, including leading ministries that are outside of their area of gifting. People have their heads down, trying to do their best and keep things going which creates an overall tone within the team of individual co-existence rather than collaborative teamwork. There is an opportunity for the incoming Senior Pastor to re-establish a healthy team environment at CLCBC by clarifying roles and objectives, developing rapport with the staff, addressing ministry silos and empowering people to make a positive contribution. The incoming pastor will have an opportunity to equip and develop the staff; encouraging them, challenging them and holding them accountable to create and achieve plans and goals. Regular meeting rhythms, improved communication, resolution of past hurts, and clear direction will lead to better collaboration, increased morale and overall effectiveness. The team wants to work together with purpose, it just needs leadership and guidance to know how to do so more effectively.

A talented, experienced and patient pastor will help this church make the kinds of changes needed to move it from recovery to a more transformational posture. He will have an opportunity to foster an environment where new ideas and new people are invited and integrated into this established faith community. Change will be challenging for this congregation. It prefers established ways of doing things. As new plans are enacted, the Senior Pastor will need to cast vision for the benefits, provide biblical rationale, set and manage expectations, and continually encourage and inspire people to do what is needed to help the church to thrive once again. With the right shepherd leading the congregation, there is great hope that brighter days are ahead!

THE CANDIDATE

CLCBC needs a catalytic and energized pastor who is motivated to guide the process of restoration and revitalization. The church looks forward to welcoming a talented biblical preacher who not only expresses a passion for God’s Word, but inspires and motivates people toward real life change by taking next steps in their faith journey, wherever they may be. A strong pulpit ministry is essential to helping the people bring biblical truth to a practical level; one that equips them to put faith into action. Messages should be grounded in Scripture yet applicable to life and relatable to people of different generations and backgrounds.

The right candidate is an emotionally and spiritually mature man of God who is self-secure, and draws confidence in leadership from his identity in Christ Jesus. As a church in recovery, CLCBC needs a pastor who is up to a challenge and is motivated to lean into difficult and complex circumstances. It is not every pastor that feels gifted or called to enter into challenging church contexts, but this church needs a pastor who can see through the losses to the glorious, thriving, healthy church on the other side.

Relational, kind and approachable, the ideal Lead Pastor will shepherd people with genuine care, taking time to listen, empathize, correct and encourage them so their faith is sharpened and the community of the church is strengthened. A godly man who readily turns to Scripture and prayer for guidance, he will be diligent and faithful, engaging the hard realities with sensitivity and compassion. He will speak truth in love, exercise discretion, and uphold the integrity of the Gospel, consistently and steadfastly encouraging others toward a similar high standard.

With a passion for effective outreach that is balanced with a desire for deepening disciples, this pastor will help the church grow spiritually in energy and impact. He will be known as someone who is approachable, friendly and down-to-earth. An individual who is genuinely interested in others, he will build connections in the church and within local communities. As the “face” of the church, this pastor will be a visible representative of CLCBC, developing relationships with other local pastors and ministries—as well as community organizations and civic leaders.

The incoming Lead Pastor will be attentive to the pace of change. He will move at “the speed of trust,” communicating plans in a timely manner, providing clear rationale, inviting input and feedback before plans are enacted so people feel informed and included in the process. The right candidate will work well with a team, valuing consistency in communication. He will work with the staff and elders to ensure there are regular rhythms of effective two-way communication between the leadership of the church. The staff need a leader and CLCBC will appreciate a pastor who will effectively develop and empower the team. He will draw out complementary strengths from others to optimize teamwork and maximize the church’s resources. This leader will recognize talent and be aware of fresh opportunities to help staff and congregants to make a confident, positive contribution to CLCBC’s future.

CLCBC is ready to turn the page and begin to write its next chapter. This core of faithful people are ready to be called, equipped and deployed. CLCBC is a church on a journey toward transformation. It has its challenges and flaws, but there is also vast potential that is waiting to be realized. The church looks forward to calling a pastor who will join with them on their journey and lead them forward with faith, hope and love.

STATED PREFERENCES

- Demonstrate a vibrant and growing relationship with Jesus Christ.
- Master’s level of theological training.
- 10 years of pastoral experience in a multi-staff context.
- Support Chain of Lakes Community Bible Church’s statement of faith, vision and values (<https://www.chainoflakescommunity.church/about/>).
- Gifted expository preacher and an exceptional communicator.
- Relational leader with demonstrated abilities in team leadership, change management, conflict resolution, wise decision-making, and developing a vibrant small-group culture.
- Thoughtfully-paced change agent who is able to assess, align, delegate and coordinate the team effectively.

INQUIRY PROCESS

If after reading this description you have some interest in the **Senior Pastor** position at **Chain of Lakes Community Bible 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, Enneagram, Myers-Briggs, etc.)

3. At least three links to video of you teaching/preaching. Please direct us to specific messages (dates and context) that you feel best represent your communication talent.
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.
 1. 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?
 2. What is it about the opportunity at CLCBC that attracts you to this position?
 3. 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.
 4. What values and experiences guide how you approach positive change in the church?
 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:

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