



**Executive Vice President of National Ministries
Opportunity Profile
Evangelical Free Church of America
Bloomington, Minnesota**

January 2021

The Evangelical Free Church of America (EFCA – www.efca.org) is seeking an Executive Vice President of National Ministries to join the Office of the President Team. This person will have the opportunity to strengthen and unify the national focus and impact the mission to multiply transformational churches among all people. This is a rare opportunity for a high-capacity leader to work alongside the president, providing spiritual and directional leadership for the national ministries of the EFCA while facilitating the fulfillment of strategies and programs needed to accomplish the goals of the EFCA nationally.



Overview

The Evangelical Free Church of America is a unique movement of 1,600 congregations nationally that is known for sound theology, including a high value for learning and theological education, and an evangelical mandate to expand the Kingdom and advance the Gospel by multiplying both churches and leaders. The incoming Executive Vice President of National Ministries will report directly to President Kevin Kompelien and serve as a member of the Office of the President team. He will give leadership to the national ministries of the EFCA, and work in conjunction with others in the development of a healthy and vibrant culture within the EFCA national office. This role calls for a catalytic organizational leader who will not only spark inspiration and momentum to achieve the mission nationally, but will work with others to align and improve the effective delivery of the strategies and programs to support and sustain it.

The EFCA is guided by the following values:

- **Prayerful Dependence:** We are committed to unceasing prayerful communion with the Lord and yielding to His leading.
- **Humble Posture:** We are committed to work with servant hearts, honoring one another as fellow image bearers of God.
- **Collaborative Work:** Both as individuals and as teams, we are committed to working interdependently, sharing our diverse skills, gifts, knowledge, and experience to achieve our common purpose.
- **Real Help:** We are committed to work that makes a tangible and timely difference to those we serve.
- **Future Ready:** We are committed to envisioning the future, informed by the wisdom of the past and present, by providing pathways for today in anticipation of tomorrow.

The incoming Executive Vice President of National Ministries will give leadership to the ReachNational Directional Team. This team has been evolving and currently includes leaders from the All-People Ministries, ReachStudents, Church Multiplication Team (CMT), the CMT administrative assistant and a Clause B district superintendent, as well as roles that report to other affiliated departments such as Theology and Credentialing, Communications and Events. This person will work closely with President Kompelien to engage and support all 17 District Superintendents in team development and strategic leadership in order to maximize opportunities to serve EFCA churches in partnership with their district leaders. He will give direct support to the Clause B District Superintendents which includes EFCA West, EFCA Allegheny, EFCA Southeast and the Eastern District Association (EDA). These District Superintendents are designated as Clause B because they report directly to the national office rather than to a regional board. This leader will work to develop synergies and teamwork with all these leaders and departments through strategic planning, team development, budget development and management.

The Clause B District designation has been a bit of an enigma to many, including those who work within the various departments of the national office. Since its inception, there has been some fuzziness about what it means and how it is supported. The incoming leader will have the opportunity to better define what it means to be “Clause B” and to ensure those who fall under this designation have the access, resources and tools needed to help them succeed. Improving connectivity and positively shaping these relationships will deliver stronger alignment between these districts/leaders and the national office so the value-add of being “Clause B” is clear to all.

Relationships are important within the EFCA, and many of those who are part of it want to have a voice in what happens next. The relational bent of the movement is both a blessing and a challenge to navigate, particularly when relationship rubs up against the autonomy or authority of local congregations and districts. There is an ever-increasing need for inspiration and leadership that clarifies, supports and empowers those who serve at the local church level to live into the value of their connection with the EFCA movement.

The Opportunity

Opportunities abound to make a significant impact on the EFCA’s future. There is an opportunity for the next Executive Vice President of National Ministries to improve morale across departments, including internal attitudes toward collaboration and process improvements. It will be important for the incoming leader to take time on the front end to initiate and build relationships first, to communicate needs and rationale, and allow time for people to absorb and integrate proposed ideas before enacting it. It is not just *what* but *how* that matters here. Effective and thoughtful change management skills will help this leader realize objectives and earn the trust of those he serves.

Because this role oversees a diverse group of ministries, with sub ministries that are very different from one another, the incoming leader will face the challenge of grounding it all together and aligning it under the mission and vision of the EFCA as a whole. Everyone is proficient in their lane but this leader will be called on to model, teach and inspire others in how to work well together in order for the movement to realize the benefits of incorporating greater integration and interdependence. It will be exciting to see what kinds of fresh energy and potential can be developed as new opportunities for collaboration and integration are empowered and launched.

People recognize the need for an organizational leader to step in to unify, integrate and develop a sense of team within the departments of the national ministries so true momentum can develop. This position will work from the national offices in Bloomington, MN, but some ReachNational leaders are housed remotely. It is more important than ever for the Executive Vice President of National Ministries to be inclusive and proactive in bringing the right people around the table for meetings and key conversations, using technology where possible. The COVID -19 pandemic has led to an unexpected, positive shift in this regard and there is a wonderful opportunity to carry it forward into post-pandemic ReachNational operations.

People support and applaud the continued conversation about becoming more racially and generationally diverse. They want to see the EFCA develop and retain diversity and younger leaders within the movement. To that end, there is an opportunity to more fully integrate the All People's initiative into all other ministries, including church multiplication and planting, student ministries, theology and credentialing as well as ReachGlobal. Similarly, there is a desire for the leader of ReachNational to explore ways to intentionally attract or raise up and retain emerging young leaders within the EFCA so they are not lost to other movements or affiliations. There is also an opportunity to continue to focus on engaging women and their leadership gifts within the movement. Supporting diversity, leveraging talents and forging new pathways to ensure emerging leaders know that their God given gifts are wanted and needed, and that they have a place within the EFCA to use them, is viewed as a continued move in the right direction.

Throughout the country, culture and society are shifting at a rapid pace. District leaders in particular see an ever-increasing need for the national office to understand the realities and implications of these changes and be prepared to speak to them from a biblical framework. The incoming leader will play a key role in moving ReachNational to the forefront of some of these conversations in order to better prepare, equip and support churches and local ministries to stand strong in the face of increased challenges and potential increasing hostility toward the local church. Finding new ways to pro-actively equip and support EFCA pastors and church leaders to feel well-resourced, cared for and prepared is a high value.

The vision is compelling, but the challenges of limited shared resources within the EFCA national offices are real. As a result, circumspect thoughtfulness and consideration is required which can slow the pace of implementation. The complexities of limited shared resources such as communications, event planning, IT support and fundraising require all leaders to work effectively within these realities and to demonstrate flexibility when the priorities of others take precedence. Advanced planning skills, creative problem-solving and the ability to work cooperatively with peers will help the incoming leader find success in a complex corporate environment. With the right leader in place, ReachNational will develop and shape a compelling narrative for national ministries in light of the current realities facing our culture; to tell the story, define the value proposition, platform success, and reduce barriers to entry and multiplication.

The Candidate

First and foremost, the next Executive Vice President of National Ministries will be an effective champion of the mission and values of the EFCA. He will be a gifted organizational leader with a mature outlook and personal integrity that is rooted in a vital, dependent relationship with Jesus. Prayerful, humble and self-secure, this person will be theologically trained and grounded in the Word of God. Dedicated to the process of spiritual growth and life-long learning, he will be a wise, faithful leader that others look to with confidence.

It is essential the incoming leader possess the experienced organizational acumen to function well within the complexities of a national office. This person must love the local church and be committed to see it advance in partnership with district leaders. He will be inspired to patiently navigate a complex global ministry. This job requires a lot of meetings, administration and organizational function along with a talent to build coalitions and teams. Due to the scope of oversight, it is essential the selected candidate be able to multi-task and effectively balance multiple objectives at the same time. He will delegate well, support and encourage others, and enjoy working in a team dynamic.

Expressing a sense of calling to a role with significant executive function, this leader will help further develop the systems, processes and people needed to operationalize and streamline an effective national ministry. He will anticipate issues before they loom large in order to pro-actively address needs, invite others to offer creative solutions, and eagerly platform the right ideas. A wise decision-maker who

is able to graciously say no when the hard decisions are called for, the right fit for this role will have an empowering “can do” attitude that balances strategy with relationship in order to advance the mission. The right candidate must be able to recognize potential and see the bigger picture in order to know how to bring the right people together to get the job done.

The next leader for ReachNational will be a positive leadership presence within the national office. Visible, accessible and open to others, he will take the initiative to get to know people, caring about them professionally and personally. Curious and warm, he will possess a good sense of humor and a high degree of relational intelligence that offers sensitivity and boldness depending upon the needs of the situation. The selected leader will enjoy getting to know the team and will work with them to recognize opportunities, maximize resources and develop talent. A true team builder, this leader will empower others into their strengths, and will enjoy collaboration, interdependence and teamwork.

As a key influencer within the EFCA, the selected candidate will be intentional about exercising communication that is clear, thoughtful and appropriate. He will listen well, appreciate input and empathize with those who see things differently. The ideal candidate will take time to seek input, communicate rationale for decisions, and be consistent in messaging. Understanding the value of influence, he will do all he can to continue to develop and improve communication as ReachNational moves forward so opportunities that empower optimal ministry outcomes and the multiplication of transformational churches are realized.

Preferred Candidate Qualifications – these descriptions represent preferred experience or background:

- Maturity in relationship with Jesus Christ and a heart for the local church.
- Hold or willing to pursue EFCA ordination.
- Master’s Degree or higher.
- Leadership experience that aligns with the EFCA. It is essential he understand and value the DNA and ethos of the EFCA as well as the place that ministries out of the national office play in serving in partnership with our districts.
- Experience in organizational leadership including oversight of multiple departments, staff and teams; skilled in team building, strategic planning, change management and process improvement.
- Relationally intelligent and skilled communicator.
- Aptitude for ethnic, cultural and generational awareness.

Inquiry Process

We would like to gather a more complete picture of you and your potential alignment with the Executive Vice President of National Ministries with the EFCA. You are invited to submit the following information for consideration:

1. **Your resume (in Word doc format only)**
2. **Results of any personality or strengths assessments** you have taken in the past three years (Ministry Match, StrengthsFinder, DiSC, Myers-Briggs, etc.)
3. **A minimum of two links to audio or video recordings** of a recent sermon or communication.
4. **Five references.** Please include a phone and email address for each reference along with a brief statement of your relationship to the individual. We would like to receive one supervisor or overseer (could be a board member), two staff associates, with at least one from someone you have directly supervised, and one or two peers or 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. Please share your faith story. Describe your call to vocational ministry.
2. Why do you aspire to serve as Executive Vice President of National Ministries for the EFCA? What about this opportunity draws your interest?
3. This role requires organizational acumen and the ability to function well in a complex organization. How do you feel God has prepared you for this role?
4. Share two examples of your most effective, innovative or creative experiences in work or ministry thus far. What made those experiences satisfying for you?
5. What are your core strengths? How have you used your strengths to positively shape, elevate or change the organization you served?
6. It has been said that the best leaders lead with a limp. How have you been personally shaped by brokenness?

Please email your information in Word format to:

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