



**CenterPoint Church
Concord, New Hampshire
Adult Ministries Pastor
Opportunity Profile**

April 2021

CenterPoint Church (centerpointnh.org) in Concord, New Hampshire is looking for an experienced Adult Ministries Pastor to join their team. As the church continues to focus its efforts on growing the spiritual depth of its people while making Jesus known in the local community, now is the time to fill this critical need to better pursue the mission of the church.



THEIR STORY

CenterPoint Church is excited to welcome a relational, experienced and gifted Adult Ministries Pastor to join their team as they look to the future and eagerly anticipate what God will do next. CenterPoint has a rich 200-plus year history, having been a mainstay in the community since 1818. While their legacy spans more than five generations, this current season of ministry is new. Lead Pastor Matt Furr answered the call to serve at CenterPoint five years ago, and has faithfully led the church in its mission to live and share a life-changing relationship with Jesus. CenterPoint is organized and focused around life in three core environments: worship, family, and missional community. They value their strong collaborative relationships with other churches in the Capitol Region and throughout the area. CenterPoint sees a day when every New England town has a visible, life-giving, Christ-centered community of disciple-makers so all of New England can experience all of Jesus.

There are a number of cultural values that shape who CenterPoint is becoming. The aim is for every person at CenterPoint to experience:

- *Gracious Authenticity*
- *Courageous Faith*
- *Contagious Joy*
- *Radical Love*
- *Selfless Generosity*
- *Whole-life Redemption*
- *Humble Dependence on God*

This past year, CenterPoint has experienced its own set of unique challenges. While every church has been impacted by the global COVID-19 pandemic, CenterPoint encountered the added challenge of finding itself short staffed for a variety of reasons—some departures were planned, while other key transitions were not expected. Current leadership has admirably covered large swaths of ministry responsibility but it has been taxing. There has been an “all hands-on deck” mentality in order to fill these gaps, and the incoming Adult Ministries Pastor will help alleviate some of the burden and be an instrumental part of implementing the vision and mission of the church. The most glaring need right now is for an Adult Ministries Pastor to bring leadership, clarity and oversight to disciple-making and adult ministries at CenterPoint Church.

CenterPoint champions a “Missional Community” model of disciple-making. CenterPoint leadership believes this is an essential strategy to growing the Kingdom in our current culture. It is a distinguishing characteristic at CenterPoint, as many churches approach disciple-making with more of a programmatic model of traditional small groups and classes. While these offerings are also present at CenterPoint, the primary channel of disciple-making is through Missional Communities. This begs the question: ***What is a Missional Community at CenterPoint Church?***

“A Missional Community is a small/medium group or team that is learning to live and share a life-changing relationship with Jesus...together. They are learning to live together as extended family, growing together in the character of Christ, and engaging the mission of God together where we live, work and play.”

Missional Communities are more organic than prescribed, and can manifest in a variety of ways depending on the Lord’s leading, people’s passion, and the uniqueness of each community. It will be important for the next Adult Ministries Pastor to resonate with this approach to Kingdom building. The look and feel of Missional Communities vary from group to group, and there is flexibility as to what this ministry model will ultimately look like in the future. The endgame for the church, however, is for congregants to be meaningfully engaged in some form of Missional Community.

This ministry model is of extremely high value to leadership at CenterPoint, as it embodies the call and commitment of the church to live and share a life-changing relationship with Jesus. With senior leadership championing the importance of Missional Communities, empowering volunteers, equipping the body, discipling believers and reaching the community, this next pastor will feel this support and be a key influencer in accomplishing ministry impact.

THE OPPORTUNITY

Ministry at CenterPoint Church is brimming with possibilities. Leadership is casting a vision, that for now, is largely an aspirational one, but there is an expectant hope this vision will ultimately be realized. The church is comprised of loving, faithful people who want good things for their church, families and city. CenterPoint is strategically located in a lively, bustling section of downtown Concord and is highly visible. CenterPoint is a church that is passionate about showing the love of Jesus, dedicated to God's Word, and lovingly serving others with grace. They want to experience genuine, real community with one another and be known as a meaningful resource for those in the neighborhood. They want to see people welcomed, empowered and supported to find healing and make their unique contribution to building God's Kingdom. CenterPoint wants to be a church that sees itself as part of something bigger making a real, eternal impact in the lives of people in Concord and beyond.

Missional Communities already exist at CenterPoint but there is confusion as to how they are defined and how they should operate, primarily due to poor communication and a system that appears to lack intentionality and strategy. Clear and easy on-ramps to engagement are not strategically aligned, and as such, there has been additional confusion to the need for this approach. Many CenterPoint congregants have a negative or inaccurate perception of Missional Communities.

Currently, there are additional options available for people to participate in disciple-making (missional communities, small groups, some Sunday offerings, Bible studies, etc.), but it lacks a cohesive system that codifies and energizes the overall ministry. Due to the lack of congregational enthusiasm, combined with muddled communication a palate cleanser is needed to "reset" the ministry as it looks to the future. Even the brand "Missional Community" is open to change in order to better communicate the call to "Go and make disciples." Leadership desires that all congregants be meaningfully engaged in some form of Missional Community.

Many questions remain unanswered, and the incoming pastor will be called upon to help address them:

- *How will this next pastor develop meaningful, sustained community in the midst of COVID-19, and how will people re-engage as the pandemic subsides?*
- *How can Missional Communities be effectively communicated to the church as the best pathway to disciple-making given the unique context of CenterPoint?*
- *How does the church develop easy on-ramps and well-known inroads for people to engage the ministry with greater ease?*
- *How can Missional Communities be better known and more clearly understood?*
- *How can the church equip and empower the congregation to be active, confident participants in these Missional Communities?*

These are just some of the questions that will be on the next pastor's plate, but answering these questions will energize, not frustrate, the right leader for this opportunity at CenterPoint Church.

THE CANDIDATE

CenterPoint Church desires an Adult Ministries Pastor who is experienced in leading and loving people into deeper disciple-making. With an energizing, relational and engaging personality, this dynamic

leader will be a developer who possesses the ability to equip and empower volunteers. With a desire to collaboratively link arms with ministry staff and elders the selected candidate will naturally generate an enthusiasm to draw people into intentional relationship with Jesus and each other.

This relational leader will love Jesus and people. The ideal Adult Ministries Pastor for CenterPoint will model faith not just with what they say but by how they live. Providing leadership that is dependent on the power and strength of the Holy Spirit the incoming pastor will know how to communicate clearly, connect relationally and follow through consistently, moving Adult Ministries forward into a new season.

The right candidate will see the potential that awaits at CenterPoint and will be excited by the opportunity to join a church with such an historic foundation. With an ability to assess and measure, this new pastor will deftly identify goals, strategically prioritize objectives and possess the know-how to maximize ministry efforts as CenterPoint looks to the future. As a catalytic leader that can see the long view, this pastor will recognize potential in others, encourage them to use their gifts, and place them into their “sweet spots” of ministry.

The ideal pastor will deeply love people, and as such, relationships will be at the heart of this leader’s ministry. CenterPoint values a casual and approachable atmosphere, one without airs or pretense. As such, the right candidate will resonate with this kind of posture and be an accessible, approachable presence in the church and community. Evangelism and disciple-making are inextricably linked, and this pastor will have a heart for those that do not know Jesus as well as those that want to deepen their faith.

The right leader will be an exceptional communicator, will prefer the team approach and champion disciple-making at CenterPoint. As a leader who can lovingly motivate and inspire others, the selected candidate will be an experienced leader who knows how to articulate clear ways for people to engage Missional Communities and live out a love for Jesus in everyday life.

The right candidate will have a humble confidence in his gifts and call, and will readily acknowledge and rely on prayer and the power of the Holy Spirit to inform decisions, both personally and professionally. With a reputation for reliability, follow-through, and consistency of character, this servant-leader will enjoy leading others, equipping the body, investing in relationships and being present in people’s lives. The right fit for CenterPoint will possess high levels of relational and emotional intelligence that can pick up on things said but also notice when things are left unsaid. The ideal candidate will be motivated to grow Missional Communities, develop teams of volunteers and implement strategic onramps to disciple-making that positively impact the church and community.

THE DETAILS

CenterPoint welcomes about 550 attenders to two in-person services (Sundays at 9 and 10:45 a.m.) with live streaming at the 9 a.m. hour. Worship is engaging and contemporary; the church building is historic and has been retrofitted to include well-appointed technology and digital equipment for today’s needs.

Along with the main worship services for adults, child care and kids’ ministry through 4th grade are offered during the 9 a.m. service. Middle School is broken into two subgroups: Tribe 56 and Tribe 78,

both of which meet on Sunday mornings and the first Wednesday night of the month. High School ministry meets on Tuesday nights at the church. CenterPoint is often abuzz with activity and people, but it also brings the added challenge of negotiating for space and ensuring there is ample opportunity for all to share the church building. Working with other ministries with grace and clarity will be important for this next pastor.

CenterPoint is also blessed to own 37 acres on the edge of town with a house, softball and soccer fields, etc. In addition to recreation, this property has been used for outdoor group gatherings especially during this season of COVID.

Affiliated with the Venture Church Network (venturechurches.org), CenterPoint has an operating budget of about \$1M. Through faithful stewardship and financial discipline, the church carries a small building rehab and land purchase debt of \$200,000. As a 200-year-old church, the building is historic and has been updated over time to meet technology and space needs while maintaining its New England charm. The building includes a beautiful sanctuary, a fun and creative children's ministry space, a multipurpose area, room for student ministries, and an inviting coffee bar and fellowship area.

The incoming Adult Ministries pastor will oversee all ministries geared for adults, zeroing in on missional communities, disciple-making offerings, local outreach, collaborative planning with the Lead Pastor and staff as well as missional community volunteer recruitment, equipping and management. Global, regional and local outreach partnerships will also be part of this pastor's responsibilities. A board of seven elders, including the Lead Pastor, govern CenterPoint, providing spiritual oversight, accountability, encouragement, and guidance for the church.

Steeped in centuries of American history, Concord is the state capitol of New Hampshire and CenterPoint is situated in the heart of the city one block from the State House. As a growing metro area of nearly 45,000 people, Concord is conveniently located 1 hour north of Boston and 30 minutes from Manchester-Boston Regional Airport. There is so much to see and do in this area: skiing, hiking, covered bridges, the Lakes Region, the White Mountains, pristine rivers, historic sites, abundant orchards, and four beautiful seasons all make this area a highly sought-after location to live, work and play.

Preferred Candidate Qualifications

- Bachelor's degree minimum; Master's degree preferred
- Ordained for ministry or willing to be ordained
- Five to seven years of ministry experience with increasing responsibilities
- Personal experience in disciple-making and evangelism
- Experience building disciple-making ministries through mid-sized groups; previous work with Missional Communities a strong plus
- Relational intelligence including skillful communication and organizational abilities
- Experience in a multi-staff setting with significant experience working with volunteers
- Spiritually mature and emotionally intelligent
- Align with the [core beliefs](#) of CenterPoint Church

Inquiry Process

If after reading this description you have some interest in the Adult Ministries Pastor opportunity at CenterPoint 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. Previous **results of any personal assessments** you have taken in the past three years (i.e.: StrengthsFinder, DiSC, Myers-Briggs, Enneagram, etc.)
3. **Five references**, including: at least one supervisor or overseer (could be a board member or staff supervisor), at least two staff associates or peers, with at least one from someone you have supervised, and two personal. **NOTE:** *These references will be contacted later in the process and only with your prior approval.*
4. **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 in ministry that prepares you for this role.
 2. What is it about the Adult Ministries Pastor opportunity at CenterPoint Church that attracts you to this position? Describe what energizes you and what challenges you about the Missional Community approach to disciple-making.
 3. What are two or three of your core strengths? Please share two or three examples of situations where you used your core strengths to move forward the church or ministry you were leading.
 4. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
 5. What are the key factors you need present in your ministry environment in order to be optimized?

Please submit your information to:

Jamie Sipsma
NL Moore & Associates
jamie@nlmoore.com
410.262.8313