



**Lead Pastor  
Parkview Church**  
Opportunity Profile  
Iowa City, IA

October 2021

[Parkview Church](#) is ready to welcome its next Lead Pastor. As a multi-site congregation of about 1,000 attendees on three campuses, Parkview is beginning to dream about the future again. Following a challenging season that included multiple leadership transitions, the addition of another multi-site location and a global pandemic, Parkview is on the verge of a new day.

With the recent adoption of a refreshed vision, “to glorify God by making disciples of Jesus Christ,” and a defined mission, “to glorify God through the whole Church forming whole disciples for the good of all people,” Parkview is ready to move forward. The desire to champion discipleship and disciple-making is resonating with the staff and congregation, injecting newfound energy around the potential and possibilities for Parkview. The call of a new Lead Pastor who aligns with this vision and direction will position Parkview to once again build momentum and make a tangible difference in the lives of people in Iowa City and beyond.



## OVERVIEW

Parkview has a long history of fruitful ministry and Kingdom impact in the Iowa City region. The origins of the church can be traced back to the 1930s when several people from Coralville began holding Sunday School sessions because they were concerned children had no way of hearing God’s Word. That passionate desire to teach God’s Word and bring the Gospel to the community continues to be a clear priority for Parkview to this day.

While the desire to know Jesus and reach their community is strong, the church has been experiencing challenges for some time. A congregational health assessment conducted in the fall of 2020 revealed Parkview to be in a “recovery” posture, meaning lower than ideal energy (force of engagement) and satisfaction (fulfilled contentment). On the surface, the difficult departure of the former Lead Pastor appeared to be the cause of their challenges, but further exploration revealed evidence of issues that pre-date his transition. Things like the absence of clear vision, poor internal communication around decisions, lack of clarity about decision-making processes, low workplace satisfaction and staff morale, feelings of disconnection between congregants and ministry leaders, and a decline in attendance all

bubbled to the surface as contributing factors to the struggle. Parkview attenders love their church and sincerely desire answers to questions about how best to turn the tide.

In the midst of these realities, staff have been on the front lines of ministry, trying to shepherd and care for the body while needing development, shepherding and care themselves. The lack of direction felt by the congregation was magnified for staff who had been doing their best to do their jobs (or to fill in for whatever job was needed/asked of them) with little support. Congregants expressed a desire to be equipped and deployed into ministry, but staff were in a pattern of doing the work of the ministry to the point that volunteers did not feel meaningfully utilized. As the church expanded from two sites to three, a gap in organizational framework and multi-site strategy grew. This resulted in a staff that felt siloed, frustrated and depleted, and a congregation that felt further confused and disconnected. People put their heads down and did their best to keep going, but Parkview was at a crossroads.

The call of Pastor Doug Fern to serve as Interim Lead Pastor was a step in the right direction. Doug had served as the East Campus Pastor and was Administrator of Faith Academy, a missional Christian school for underprivileged families in East Iowa City. Under Doug's collaborative leadership, it is clear Parkview is gradually improving. Staff are feeling, for the first time in a long time, like a real team. Many have shared they enjoy coming to work again and feel like they are reconnecting with one another. Pastors and elders worked together to right size the staff and bring the personnel budget into better balance. While this resulted in the loss of two positions, overall, there was consensus it was the right decision. Elder communication has improved dramatically, which has boosted confidence and eased some anxiety. The new vision and mission are a result of a collaborative effort also, which is a welcomed sign of unity and hope for the future. While there is continued room for improvement and development, things are looking up.

Leadership has clarified the vision and purpose of Sunday morning, but an area of continued cloudiness is Parkview's identity as a multi-site congregation. Campus congregants want to know how they are related and what unifies them as one church. Central campus is the founding campus and continues to see the largest attendance at about 450 people in person and 300 online. The East Campus (where Faith Academy is located) is connected to the missional work being done in that area and averages about 100 attendees each week. The North Campus was adopted into Parkview about three years ago and is a smaller congregation that averages about 50 people weekly. It will be important for the new Lead Pastor to work together with leadership to answer outstanding questions and establish a clear multi-site strategy and practice.

Despite the challenges, Parkview Church is heading in the right direction and excitement is growing. People are hopeful and ready to move on from the difficulties of the past and to enter a new, fruitful and vibrant season of ministry. With the right pastor in place, Parkview's best days are ahead.

## **THE OPPORTUNITY**

Parkview Church is turning a corner. While good work has been accomplished and newfound energy is being rekindled during this interim season, more is needed to see the church truly thrive in spiritual health and missional impact. Parkview is passionate about biblical teaching that brings about authentic life change and discipleship in the lives of all people. They desire to call a pastor who resonates with the vision of discipleship and disciple-making. Parkview desires an experienced, emotionally healthy Lead Pastor who is loving yet direct, interacting with others in a way that lets them know they matter, they are loved and they have been heard.

Several important decisions are on the horizon for Parkview Church, and the incoming Lead Pastor will find his plate full upon arrival. At the forefront is the need for a strategic and clear plan to address the current multi-site campus model. The decision to expand to a second site was seen as a move that made sense. The East Campus was on the other side of town and was born out of the missional work the church was doing to reach new people with the Gospel. The addition of the third site – North Campus –

was not as clear. The decision-making process and several ancillary decisions that accompanied it, seemed to lack the needed communication, clarity and rationale. People remain confused and the cloudiness of campus relationships has lingered ever since. While productive conversations have recently occurred, there has been hesitancy in decision making. Ideally, the next Lead Pastor will bring the experience and confidence needed to help Parkview's elders and pastors move through the process of exploring these critical realities and finally clarifying the church multi-site strategy.

Parkview congregants are its greatest asset. Even with the hurt, questions and mistrust, there is a core of people who sincerely love the church and want to see it thriving once again. People want to participate; they want to be equipped and deployed into meaningful ministry but they need church leaders to work with them to engage. Over time, the church seems to have defaulted to hiring pastors and staff to do the work of the ministry rather than viewing themselves as equippers. More investment in people by staff to develop and deploy them will help revitalize the sense of purpose within the congregation.

The Word of God is held in high esteem at Parkview and people sincerely appreciate an expository style of preaching. The value for Scripture-based teaching is strong and a definite asset. Parkview approaches Sunday morning worship as primarily for the believer in order to be equipped and live out one's faith throughout the week. They will be drawn to a Lead Pastor who preaches God's Word from an overflow of his personal walk, challenging people to grow up in their faith and by faith, to invest themselves in the lives of others. Thoughtful, intelligent, and inspirational teaching that connects biblical truth to the challenges of everyday life and the cultural realities of the day will resonate with this community. Each campus has live preaching and the pastors leverage a team approach to preparing and delivering messages, using the same text at each location but tailoring it to that congregation. This kind of team teaching is appreciated and something they hope to continue.

Ministries focused on the next generation (children, youth, college) have long been valued at Parkview. This value was central to the foundation of the church and remains rooted in the DNA today. People fondly recollect the ways the church has sought to build up the next generation of faith, and they want to continue to be a church their children and grandchildren would want to attend. Helping the different age groups at Parkview to address their "world" with an emphasis on reaching and connecting the millennial/young adult generation to the local church is a priority. The Central campus is well located, convenient to both the interstate and the University of Iowa campus. It is one of the only evangelical churches remaining in the downtown area.

The next Lead Pastor will have an opportunity to build on the good work that has been done to build unity amongst church leaders, helping pastors and elders to view themselves as partners in ministry and co-laborers for Christ. The church hopes to call a pastoral leader who fosters an environment where people are invited to contribute their ideas, gifts and talents and where prayer and biblical rationale are pursued before decisions are made. The church is a bit "change weary" and the fatigue of multiple changes in a short amount of time has had an impact on the body. As new plans are enacted and trust is rebuilt, the Lead Pastor will need to take time to speak to the benefit of needed changes beforehand, provide biblical rationale, and invite input and feedback before new initiatives are launched.

Regular staff meetings now occur, people are better informed about what is happening in other ministry departments, and staff are cautiously optimistic they can openly share concerns and needs. The ideal Lead Pastor will embrace the opportunity to value the team and promote a healthy work environment others feel is safe, open, collaborative and accountable. Continued organizational clarity is needed to define things like work flow, responsibilities, supervision, expenditures and how decisions are made. Continued positive strides will continue to help the Parkview team to thrive.

It is exciting to see progress is being made. Many positive steps have been taken and numerous issues have been addressed, but significant work remains to be done. Moving from recovery to transformation as a church is not always linear. There have been some good wins (new vision, better communication),

but also some gaps that people are still experiencing (vacillating in decisions, lack of clarity on multi-site). The ideal Lead Pastor will draw energy from these kinds of complexities and will find joy in working together with a team to tackle tough problems. The next Lead Pastor will recognize the potential in these pockets of momentum and expand on them so Parkview, as a whole, is refreshed and revitalized.

## THE CANDIDATE

The ideal candidate for Parkview will be an experienced, confident yet humble leader who is passionate about Jesus and discipling people. He will resonate with the vision to form whole disciples and will understand the process of doing so. Modeling leadership that is dependent on the Holy Spirit and committed to a biblical lens, this pastor will live out an authentic witness that is centered on a growing relationship with Christ. The incoming Pastor will know how to speak truth in love, cast a compelling vision, equip and deploy people for greater participation, and build off of existing momentum to move the ministry forward.

Parkview desires a pastor who is spiritually, emotionally, and relationally healthy. The ideal candidate will be a dynamic leader with exceptional communication skills, and will possess the ability to equip and empower elders, staff and volunteers, while working with the team to catalyze engagement in the life and mission of the church. The right candidate will see the potential and understand how to maximize a church with a storied legacy and strategic location. Able to assess, measure and align people and resources, this pastor will collaboratively work with other leaders to set goals and objectives, as well as prioritize and optimize church ministries. As a leader of leaders who can lovingly motivate and challenge others to step up or step in, the selected candidate will understand how to develop others, while also modeling a healthy rhythm of rest and Sabbath. He will both empower and encourage people of all ages to contribute their best to Parkview's mission.

As a relational and warm "people person," relationships will be at the heart of this leader's ministry. The ideal candidate won't take themselves too seriously but will take the mission of the church very seriously. With a heart for the lost, this pastor will be as passionate about seeing people come to know Jesus as he is the development and maturing of God's people. As a representative of Parkview in the greater Iowa City region, this individual will actively pursue partnerships that advance the mission, and be a winsome champion for Parkview within the community.

### Candidate Qualifications

- Theological master's degree highly preferred, M.Div. degree desired, Doctorate a plus
- Theologically aligned with the [Parkview Church statement of faith](#), and willing to be licensed by the [EFCA](#)
- A person of high character who possesses life experience that shows evidence of emotional and spiritual maturity including self-awareness of their strengths and limitations
- At least seven years of successful Lead Pastor or Campus Pastor experience in a growing church of more than 500 attendees and direct oversight of multiple paid staff
- Excellent, experienced expository preacher (with regular pulpit presence of at least 20 times per year)
- Spiritually mature and emotionally intelligent
- Experience developing and leading teams
- Exceptional interpersonal and communication skills
- Experience in a multi-site setting a plus

### The Details

Parkview is one church in three locations located in Iowa City, Iowa, a community of about 75,000 residents. Home to the University of Iowa, Iowa City is the quintessential college town, consistently earning national accolades for its quality of life, including one of Livability.com's Best Cities for

Entrepreneurs and Top 100 Best Places to Live. Those who call Iowa City home love the cultural amenities, restaurant options, local businesses and family-friendliness.

Central Campus is located just north of downtown, about five minutes north of the University of Iowa campus. East Campus is about 15 minutes away from Central on the southeast side of the city. It reaches a more socio-economically diverse population. North Campus is located about 15 minutes northwest of Central in the suburb of North Liberty. Parkview has an average attendance of about 1,000 across all its platforms and campuses: 450 at Central, 100 at East, 50 at North, and another 300 online.

Parkview offers Sunday morning worship gatherings at 9 a.m. at Central Campus and 10:30 a.m. at the East and North Campuses. Services are relationally warm and welcoming, with a focus on biblical teaching and a contemporary style of worship. Parkview is a family-friendly place that values intentional multi-generational, multi-ethnic ministry, desiring to lead people of all ages into deeper levels of faith and discipleship. Parkview holds to an elder-led form of governance and is affiliated with the Evangelical Free Church of America ([efca.org](http://efca.org)).

### **Inquiry Process**

If after reading this description you have some interest in the Lead Pastor opportunity at Parkview 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, Myers-Briggs, etc.)
3. A current headshot photo of yourself, a current photo of your family, and a written family bio (**in Word doc format only**)
4. Links to audio/video of your teaching/preaching if available (2-3 examples, please)
5. 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.*
6. Written responses to the questions listed below. 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 Parkview Church 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. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
  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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