



Executive Pastor Opportunity Profile
Edgewood Community Church
Waupun, Wisconsin
December 2023

Edgewood Community Church is a vibrant, growing, and Gospel-centered congregation where the work of the Holy Spirit has been powerful and evident. As they enter a new season of ministry, they are seeking an experienced, relational and gospel-centered Executive Pastor to help lead this multisite church to the fulfillment of their vision.



The Story

Edgewood Community Church was planted in 1996 as a mission project of a neighboring Evangelical Free Church congregation from Randolph, Wisconsin. Starting in a home, the group eventually moved into a community lecture hall and then into the local high school. By 2004, the congregation had the financial muscle to build its first facility where the congregation sits today.

Senior Pastor Roger Knowlton first began working at Edgewood Community Church in 1999. He came to this role from Harvest Bible Chapel in Chicago where he had been serving as a Single Adults Pastor. The experience there was formative and influenced how he intended to minister to the congregation in Waupun, especially in the way he would select and develop the team to serve around him. His energy and relational capacity were well received and over years this has served as a bedrock for effective ministry.

Reaching lost people is important to Edgewood Community Church. To accomplish this mission, the church adopted a multisite model rather than work toward one large facility where the church would gather for worship. As Edgewood continued to grow, they discovered families were coming from across the region to worship in Waupun, some up to an hour or so from their homes.

Edgewood leadership perceptively recognized an opportunity to plant the DNA of their church into the context of the communities around them. In 2011, the first multisite location developed was in the neighboring community of Fond du Lac. Today, they enjoy their own facility which is

intentionally nestled into a residential location. They host two services per week, average more than three hundred people in worship and are about 20 minutes from the Waupun campus. The Beaver Dam campus launched in 2019 and is looking forward to establishing their presence in a new, permanent facility in January 2024. With approximately 140 regular attenders, and new families coming every week, this location is becoming increasingly more established in the community, which is also about 20 minutes from the main Waupun campus. In January 2023, Fond du Lac's campus pastor moved to Sheboygan, about 50 minutes from the Waupun campus, to begin the church's fourth site. Early signs of health and growth are evident here and there is a strong sense of God's blessing on this site. The Waupun campus offers a small service on Saturday nights and two very well-attended services on Sunday mornings. The Waupun campus welcomes approximately 600 people on weekends. The worship services at the various campuses are mildly diverse in nature, but all are rich, simple, relational and grounded in the Word of God.

The Executive Pastor role is relatively new at Edgewood. In 2016 the then current Youth Pastor, Jamie Thompson, was tapped to move into the newly established position of Executive Pastor. Pastor Roger and Pastor Jamie's relationship was close knit, exhibited high degrees of trust and they held great respect for each other. The positive relationship between the two men allowed them to function hand in glove in helping to fuel the work of the ministry. Not only was this a productive experience on the corporate side of the ledger but it positively impacted staff culture. Since the Executive Pastor now managed all of the operations and the ministry staff, it allowed Pastor Roger to focus primarily on vision and preaching, a strong benefit for the entire organization. Both leaders have operated freely in their natural giftings, and the working partnership flourished. In addition to his executive responsibilities, Pastor Jamie was also a consistent and beloved voice in the pulpit.

In late summer 2023, Pastor Jamie accepted a call to the lead pastor role at a large, multisite congregation in Madison, WI. The Edgewood congregation was sad to see him go, and his absence will be felt, but they also celebrate with him as they see this next leadership assignment as God's call on his life. Even still, they are excited to see who God is calling next to help shepherd the congregation into its future.

The Context

Edgewood Community Church is a missional congregation. They are clear on who they are and what they want to do. One of the best indicators of this is their motto which is generously placed throughout the physical locations and in printed form. It is, "Gospel. Community. Mission." The ministry model is appropriately built around these concepts and people easily identify with the concepts.

The gospel is THE defining value for Edgewood. While this sounds like a standard value for an evangelical church, when Edgewood talks about the gospel, they mean it is not only indispensable for conversion and the New Birth (Christ died for sins - 1 Peter 3:18), but also that the gospel is indispensable for growth as a Christian. The truth that Christ died for our sins also enables the believer to grow in holiness. As Paul said, "For the love of Christ controls us, because we have concluded this: that one has died for all, therefore all have died; and he died for all, that those who live might no longer live for themselves but for him who for their sake died and was raised." (2Co 5:14-15 ESV). Edgewood Church further holds the conviction that the preaching of grace not only saves, but it also strengthens and empowers believers.

The church property in Waupun has approximately 20 acres and offers easy access to the residential community of Waupun. In recent years, the city developed a community walking path to give residents an easy path to walk to the heart of their picturesque downtown main street. Even after nearly 20 years of use, the facility in Waupun still feels fresh and vibrant. The church grounds allow for larger outdoor gatherings, which were used significantly during the Covid-19 pandemic. There is ample opportunity for the church to expand the complex further should the need arise.

Currently, over 1,100 attenders celebrate Jesus across the four Edgewood campuses. The congregation is full of mature believers and these believers consistently give with significant generosity. The annual budget for 2024 is \$2.1MM and there is no debt on either the Waupun or Fond du Lac properties. They recently completed a successful capital campaign to fund the purchase and renovation of their new \$1.25 million new Beaver Dam location, raising \$1.2 million this fall to be given over the next three years.

Edgewood Community Church employs 10 full-time staff and over 20 part-time workers. The staff speak optimistically about the future of their church believing better days still lie ahead. They relish their time together and there is an overt value for relationship at all levels and locations where staff serve. Continuing to nurture the staff culture is critical, especially during this key transition. Group fun, quarterly all-staff gatherings, weekly meetings for the campuses and the fellowship among the campus pastors all contribute to a noticeable sense of unity and a desire to champion each campus. There are no glaring deficiencies on this staff and no immediate issues to address. However, there are several younger staff members, either in age or in ministry experience, and their continued mentoring is merited.

The Elders at Edgewood Church have a definite love of the place and want to steward the church in a relevant, forward-thinking manner. They have a balanced blend of entrepreneurial drive while maintaining a posture of pastoral care for the body. There are six elders who serve on the team plus the Senior Pastor. The team meets two times per month, with one meeting leaning into prayer, scripture, relationship-building and light business. The other monthly meeting tackles organizational issues and the Executive Pastor attends this session. Though not a voting member of the Board, his voice is important.

The Opportunity

This is a pivotal moment in the life of Edgewood Community Church. The uniqueness and beauty of how God is using this congregation to launch the gospel across central Wisconsin is incredible. With a commitment to the “DNA of Edgewood”, there is an innate desire to see the Edgewood genetics grow into something unique within each community/campus. This means that Beaver Dam will not look the same as Sheboygan and Fond du Lac will not look identical to Waupun. Maintaining this dynamic is important for the Edgewood community.

The new Executive Pastor follows a beloved and trusted leader. While this in itself can feel daunting, the leaders recognize the opportunity for reimagining this role is present. The incoming pastor will want to take time to carefully evaluate the position and its expectations, both those on paper and those that are not, to determine how to lead forward in the coming years. Much is open to modification, and he will find little resistance to appropriate refinements.

Working with the Senior Pastor will be a critical component of this role. Getting to know one another on a personal level and developing significant trust and appreciation is tantamount to doing a successful job. As the relationship develops, finding suitable rhythms of communication and visioning together will naturally develop. The new Executive Pastor will learn how to

harness for good the influential qualities the Senior Pastor has and extend them further into the life of the church.

While some multisite models practice a franchise model in which everything is the same from campus to campus, there is a shared agreement amongst leadership that each campus should be allowed to lean into the unique climate and needs of their specific location. The incoming Executive Pastor will find ways to support this piece of Edgewood DNA while ensuring the branding and boundaries are upheld.

The new Executive Pastor should be able to effectively manage both the operational and ministry sides of the organization. Operationally speaking, he will oversee the financial, technical, facilities, legal, and marketing aspects of the congregation. The recent move to Planning Center software has not been without its challenges and the next XP would ideally have experience in this platform and provide organizational guides for its effective use. From the ministry perspective, he will direct staff, implement vision, and evaluate the qualitative realities of the church. In partnership with the Senior Pastor and elders, the opportunity to organize the role and the staff to best accomplish these things is envisioned. In addition to these responsibilities, the new XP will have a consistent voice from the pulpit, preaching as much as 12 times per year.

The Candidate

The environment at Edgewood is marked by sweet simplicity and unpretentious authenticity, but its particular multisite model is unique and brings with it a level of complexity. The right leader will need to immerse themselves in fully understanding the organization-wide systems, strategies, sites and staff. Additionally, the third brick and mortar facility coming online in January 2024 (Beaver Dam) further speaks to the intricacies of management when combined with the Waupun and Fond du Lac campuses. While staying attuned to the Spirit of God at work and in close connection to Pastor Roger, this Executive Pastor must be endowed with keen organizational IQ including how to staff for growth, comprehensive planning, strategic development of ministries, clear and consistent communication, following through on projects, financial savvy, and utilizing organizational feedback loops.

The ideal candidate for this position will be one who spends time with Jesus, not from a vocational standpoint but for personal growth, realizing they are a Christ-follower first and a pastor second. They will be a strong communicator verbally, in writing and from the stage. They will bring an energetic and winsome spirit to the role while also possessing a grounding presence in the day-to-day work of the church. He will intentionally craft environments for partnerships to prosper. He will love to develop others and invest in their spiritual and professional growth.

Gifted at inspiring others toward the common mission, the new Executive Pastor will not be afraid to get his hands dirty and will be enthusiastic about serving shoulder to shoulder with his colleagues. The incoming pastor will enjoy and thrive in a complex organizational structure. He will understand his strengths and recognize his limitations. The ideal candidate will feel a keen call to the second chair and does not seek to be the center of attention. He will find satisfaction seeing the Senior Pastor succeed.

The Location

Edgewood Community Church is vibrant and family oriented. People sing loud and greet each other heartily. This group avoids many of the adorning frills of some larger churches preferring simplicity and substance over mere style. They are industrious and committed to one another.

The ministry zone for Edgewood Community Church is best described as rural to small town. It is a beautiful geographic region with lush countryside, beautiful trees and bountiful lakes. The people are friendly, authentic, down-to-earth and modest. The communities served by Edgewood are safe, offer access to modern conveniences and provide good schools. In addition, because of the proximity to Milwaukee and Madison, major league baseball, excellent performing arts and the activities and interests of a Big 10 campus are only a little over an hour away. Even with these positive features, this kind of life is not for everyone, and the right pastor will need to appreciate—and even value—the lifestyle of this wonderful place. He will be a person who enjoys winter sports and activities and welcome a white Christmas.

Preferred Candidate Qualifications – These descriptions represent preferred experience:

- A committed relationship to Jesus Christ that is nurtured by a daily time with the Lord. Spiritually mature and passionate to see the local church mobilized on mission.
- Theologically aligned with the EFCA (<https://www.efca.org>).
- Supports the mission and values of Edgewood Community Church, as found at <https://www.edgewoodcommunity.org/what-we-believe>.
- Theologically educated and trained; master's degree preferred.
- Willing to be ordained in the EFCA.
- A minimum of five years of experience in pastoral leadership and in a multi-staff setting with leadership and oversight of paid staff.
- Exceptional communication skills including expository preaching experience and willing to preach up to 12 times per year.
- A clear call to lead from the second chair.
- Emotionally Intelligent.
- Spiritual giftings in the areas of leadership, administration, teaching, pastor/shepherd.

INQUIRY PROCESS

If this position is of interest and you believe you meet the qualifications, 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 by sharing how you came to personal faith and how this faith led you into vocational ministry. Please tell us about your personal, daily walk with the LORD in His word and prayer.
- 2) What attracts you to the opportunity at Edgewood Community Church?
- 3) What are two or three of your core strengths? Please share one or two examples of situations in a church you were leading to move the ministry forward.
- 4) Describe your experience with multi-site ministries. What core convictions about this type of ministry do you hold?
- 5) Describe your preferred approach to preaching.
- 6) What key factors should be present in your next ministry for you to be optimized?

Please submit your information to:

Deb Carr
NL Moore & Associates
deb@nlmoore.com
651-263-2140