



Overview

Excelsior Covenant Church (ECC) in Excelsior, MN is excited and ready to welcome an experienced Senior Pastor who embodies a strong commitment to spiritual growth, community involvement and faithful preaching. This position offers an attractive opportunity to join a devoted church community dedicated to honoring God, sharing the Gospel and nurturing disciples through living life together.

The Big Idea



Founded in 1948, ECC has been a longstanding beacon for spiritual growth and community support. Strategically located, the church expanded its facilities over several years to meet the needs of a growing congregation. Recently, however, ECC has faced challenges. A decline in membership has been attributed to many factors: the COVID pandemic, social tensions, the George Floyd tragedy and leadership departures have all occurred in a short span of time. To address these issues, ECC is working with intentional interim pastor Paul Murphy to initiate internal improvements. Progress has been made in this interim period, setting the stage for further improvement. The Leadership Team and devoted members have stepped up guiding the church with resilience. Under Pastor Paul's guidance, ECC has achieved newfound stability, a serene atmosphere and improved overall health, allowing the congregation to refocus on growth and healing. Lay ministry teams have become active, fostering a sense of ownership among members. Financially secure, ECC maintains steady cash flow and reserves for future endeavors. The congregation positively received recent changes, with plans for further growth and improvement. Initiatives include equipping congregants for constructive engagement on challenging topics, seeking a full-time youth director, upgrading worship space, considering a part-time pastor for visitation and group life, and exploring a servant leaders' training program. These endeavors signify an exciting phase of growth and transformation.

The Church



Affiliated with The [Evangelical Covenant Church](#), this multi-generational church of 170 values relationships as the cornerstone uniting the church. Top priorities include attracting families, devising strategies for outreach and integration, and fostering meaningful relationships within the congregation. The church aims for spiritual and numerical growth, while acknowledging the need for greater internal flexibility to realize these aspirations.

The Candidate



The ideal Senior Pastor embodies a comprehensive leadership style rooted in and dedicated to Biblical truth. This pastor seamlessly integrates these principles into everyday life, connecting with congregants through relatable experiences. With a heart for the lost, this pastor sets a tone of spiritual leadership, casting vision from a genuine overflow of their personal relationship with God. Characterized by relational warmth and approachability, the right pastor invests time in listening, understanding and uplifting individuals to strengthen faith and community bonds. This person will address difficult truths with sensitivity and compassion while upholding Gospel integrity. Balancing effective outreach and discipleship, operating at the "speed of trust," and empowering staff while optimizing teamwork and resources are hallmarks of their leadership. The communication style will foster trust and understanding. As a visible representative of ECC, the selected pastor embraces the local community, prioritizes effective outreach and evangelism.

The Location



Situated on Lake Minnetonka, Excelsior strikes a balance between charm and practicality. Its location provides scenic lake views and opportunities for outdoor activity. The downtown area is an historic hub with shops, galleries and cafes, giving off a small-town vibe. Families are drawn to Excelsior for its good schools and safe neighborhoods. Excelsior's appeal lies in its mix of natural beauty, small-town feel while still located close to Minneapolis.

The Qualifications



Must align with the theology, doctrine and core values of the [Evangelical Covenant Church](#); Ministry Master's degree required; MDiv preferred; Ordained, or willing to be ordained in the Evangelical Covenant Church; Seven to ten years of experience minimum; Previous experience in oversight of ministry staff and volunteers; Highly relational and approachable; Spiritually mature and emotionally intelligent; Exceptional communication and organizational skills

Next Steps



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For the Full Opportunity Profile:

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