



OPPORTUNITY SNAPSHOT

EXECUTIVE PASTOR First Free Rockford

Overview

[First Free Rockford](#) in Rockford, IL is eager to welcome a new Executive Pastor to their team. This is an exceptional opportunity for an experienced leader to step into a healthy context to build up and maximize all the great things that are happening here.

The Big Idea



The incoming Executive Pastor will bring the wisdom of ministry experience to his role on the Strategic Leadership Team (SLT), serving and supporting the Lead Pastor and working closely with the Family Pastor to create an empowered leadership dynamic. This individual will provide direct leadership to staff on the operational side of the church including Finance/Administration, Human Resources/Personnel, IT, Communications and Facilities/Maintenance. He will encourage all staff with a ministry mindset. This person will resonate with the current vision and will understand best practices and optimal standards for organizational effectiveness. Lead Pastor Luke Uran desires an Executive Pastor who will be a confidant and supportive partner to him, allowing him a safe space to talk through issues, emotions, ideas and decisions. Ideally, this person will be knowledgeable, wise, even-keeled and steady; someone who is not afraid to push back or speak out their own convictions, but will consistently serve as a unifying champion with the staff and elders as a decision or direction is rolled out.

The Church



Affiliation: Evangelical Free Church of America (www.efca.org)

Attendance: 1,100

About: First Free is a multi-generational congregation that offers five venues for Sunday morning worship. Two distinct worship services are held on the main campus: a classic venue (8:30 a.m.) complete with orchestra and choir, and contemporary venue (10:30 a.m.) led by a worship band. There is a venue located at the Rockford Rescue Mission, at the Fairhaven Christian Retirement Center, and an online venue. The church enjoys biblically-grounded expositional preaching. They have a \$3.2MM budget, no debt and a staff of 27 full- and part-time employees.

The Candidate



It is important the incoming leader be comfortable and well versed in best practices in the financial, operational and managerial side of the church. Mature and wise, this person will be the non-anxious presence in the room, setting a tone with staff that is kind and grace-filled, yet focused on excellence and accuracy, valuing accountability. The talented team will benefit from a manager who is supportive, empowering and resourceful. Serving a multi-generational congregation and multi-faceted ministry can yield tensions as various preferences are expressed, so it is important the Executive Pastor move toward people and relationships, possessing positive inter-personal and communication skills that foster confidence and trust. He must be well-versed in how to listen, empathize and prayerfully navigate crucial conversations.

The Location



Nestled along the scenic Rock River, Rockford, Illinois, offers an exceptional blend of convenience and natural beauty, making it a wonderful place to call home. Located an easy 90-minute drive along I-90 northwest of Chicago, Rockford is home to a diverse population, a growing culinary scene and lively downtown area. An affordable cost of living ensures a comfortable and fulfilling experience for new residents. With good schools, numerous parks, and a welcoming community spirit, Rockford offers an exceptional quality of life.

The Qualifications



A committed relationship to Jesus Christ and passion to see the local church mobilized. Spiritually mature and emotionally intelligent. Theologically aligned with the [Evangelical Free Church of America](#); and the stated beliefs of [First Free Rockford](#). Bachelor's degree required; MBA and/or ministerial Master's degree strongly preferred. A minimum of 10 years of experience in church operational leadership in a context greater than 500 attendees, including oversight of paid staff and volunteers with management of multiple operational departments. Substantial experience in business, not for profit/para-church leader along with significant leadership in a lay role will also be considered. Strong interpersonal and communication skills that provide clarity and consistency for the organization. For a full description of qualifications, please click the link below.

Next Steps



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For the full Opportunity Profile:

[CLICK HERE](#)