



EXECUTIVE PASTOR

Opportunity Profile

Community Church Oshkosh
Oshkosh, WI

Overview

Community Church Oshkosh is experiencing a tremendous season of excitement, passion and enthusiasm for the future. The Sunday worship service is engaging, practical and attentive to the Spirit of God. The arts and creative expression are deeply valued, and countless volunteers are being used across the church's worship services and ministries. In June 2024 a substantial addition to the facility was opened and already the two services on Sunday morning are full. Adults fill classrooms during service for the "Foundations Hour," where group studies and in-depth Bible study groups meet. The children's wing is already approaching capacity as is the student ministry. People are coming to know Jesus and choosing to follow Him because of the faithful ministry happening through Community Church Oshkosh (CCO).

CCO was founded in 1985 by Pastor Steve Johnson as a part of the Converge movement of churches (converge.org). Community Church is a theologically conservative congregation committed to "Following Jesus together." There are three shared values by the congregation that serve as an anchor for leadership, and especially new Senior Pastor Karl Kramer. These values provide clarity for the congregation's identity and a guide for decision-making and prioritization: Reach, Connect, and Empower. These values provide a foundation for staff and leaders to orient their ministries and a litmus for how they can gauge their effectiveness.

Pastor Karl Kramer is only the third Senior Pastor to serve at CCO, but he is a beloved member of the staff and community. The congregation and staff are eager to follow Karl and excited for what the future holds.

Quick Stats

- Sunday morning worship: Two identical contemporary services at 8:30 and 10 a.m. with an average attendance of 1,200
- Staff: Nine full-time (including four pastors), two part-time
- Annual budget: \$2.1 million
- Debt: \$6 million – opened a new addition to the facility in June 2024
- Property: 40,000 sq. ft. on 14 acres

The Location

Sitting on the north side of Oshkosh on the northeast shore of Lake Butte, Community Church has become a hub for those around the region. Congregants come from numerous neighboring communities including Omro and Winnecone. Oshkosh itself is a small city of approximately 65,000 people, but it is best understood when zooming out beyond the city limits and taking in the more than 170,000 people considered to be living in "greater Oshkosh." In 2020, Oshkosh was ranked 6th nationally as one of the "Most Livable Small Cities in the U.S." Right on the Highway 41 corridor, this city is only 20 minutes from Appleton and less than an hour from Green Bay. To the south, it is an hour and fifteen minutes to Milwaukee, an hour and a half to the state Capital, Madison, and two-and-a-half hours to Chicago.

Oshkosh is an epicenter for outdoor activities, especially in the summer. Known for their outdoor music festivals, the EAA (Experimental Aircraft Association), and the most beautiful fresh-water lakes, there is always something to do. But, the winter does not keep people from enjoying the outdoors in this area where hunting, snowmobiling, pond hockey, ice-fishing, and more are just a way of life. This is a community of farmers, nurses, teachers, and small business owners that work hard and are proud of who they are. The University of Wisconsin, Oshkosh and Fox Valley Technical College draw in more than 22,000 students to the area and with that a growing diversity of backgrounds and cultures which is increasingly evident in the CCO congregation.

The Opportunity

Community Church Oshkosh is a thriving congregation. New families are constantly joining the congregation because of the vibrant children's ministry and dynamic student ministries. Adults participate in foundational classes on Sunday morning during the 8:30 a.m. service, and small groups are taking place throughout the week.

This is a community of believers that is known in Oshkosh, and they are eager to step into a new season of ministry that continues to focus on students and kids but a season also aimed at reaching greater Oshkosh with the Gospel and love of Jesus Christ. For many years, this was a place that people came to, wanting to check out what was happening inside the walls, but under Pastor Karl's leadership, CCO is ready to take the saving message of Jesus to the people of this region.

CCO, planted from the Converge network of churches, is a Converge hub in this area of the country. Early in its history, three church plants were launched from CCO, and there is a desire to reignite the church planter heritage that is here. Community Church is theologically conservative and complementarian. They are committed to preaching the Word of God and use a preaching team that Pastor Karl leads.

The congregation and staff are bought into the vision of "Following Jesus Together," but more specifically, the staff and ministries are aligned and organized around three values;

- Reach – the lost with the life-changing message of the Gospel.
- Connect – believers with God and others through authentic community.
- Empower – leaders to live a life of mission.

CCO is guided by a team of seven male Overseers that provide overarching leadership for the church. These lay-leaders are voted in by members of the church and meet on a monthly basis. The Senior Pastor is a voting Overseer and the Executive Pastor is a non-voting Overseer. Practically, the day-to-day workings and ministries of the church are led by Senior Pastor Karl Kramer and the staff team.

Pastor Karl Kramer joined the staff team at CCO more than 19 years ago as a Student Pastor and has since served in numerous roles until moving into the Senior lead in the Summer of 2024. He is a dearly loved community member, a leader people hold in high regard and want to follow. The planned transition from long-time Senior Pastor Alan Cleveland to Pastor Karl has gone incredibly well, and there is a palpable sense of anticipation amongst the congregation and staff.

However, with the recent and continuing growth that CCO is experiencing, challenges are also surfacing. As fruitful ministries continue to expand, there is a need for a strategic organizational structure to support this growth. Staff are feeling the increased pressure of leading large ministries, and they are ready for a dedicated advocate. This is a notably gifted team of pastors and staff who are wholly dedicated to the community of Oshkosh and CCO family. As the right Executive Pastor focuses on undergirding their efforts and developing their strengths, this team will be even further maximized.

Five years ago, leaders of CCO sat down and did the hard work of envisioning the future and preparing for what God was calling them toward. As a result, a 3-5-7 year plan emerged. A significant emphasis was put on developing space for children, the youth/student ministry, and classroom space for adults. In June 2024, an additional 40,000 square feet opened up, building out their current facility. Leadership also invested in architectural preparations that include even further development opportunities in the future; this consists of an addition to the sanctuary, additional offices, and a full gymnasium. With 14 acres of property, there is a significant opportunity to develop CCO's present site. However, this capital campaign was a considerable faith step for a congregation that, four years before today, carried nearly zero debt. The budget is currently \$2.1 million annually, and there is room for further discipleship in this area of tithing and sacrificial giving. As new people come to know Jesus and become members of the community, they will benefit from the opportunity to give to their local church home.

This congregation has accomplished so much for the Kingdom with very little infrastructure or administrative support. The Lord has blessed the ministry of CCO, and the time is right to add a gifted Executive Pastor to the team who will bring a passion to elevate everything and everyone around him and take great joy in partnering with Pastor Karl.

The Candidate

Pastor Karl and the leadership of Community Church are eager to welcome a gifted Executive Pastor to the team. This is a community with deep roots and cherished history. They love family and it will be incumbent upon this new team member to invest relationally. Before any change can happen or a new system is introduced, this Executive Pastor must take time to learn the stories of this place. Relationship is the currency in Oshkosh and within the staff team at CCO. Taking time to ask good questions, following up, remembering names, and becoming involved in the community will speak volumes in this culture.

The right leader here will be called to the second chair. With no desire to compete with or usurp Pastor Karl's leadership or vision, this person will take joy in freeing Pastor Karl up to be the best version of himself. They will be a servant, willing to do what is needed. This may mean jumping into a meeting at City Hall or setting up chairs before a children's event. As this Executive Pastor demonstrates their humble, servant-leader posture, confidence and trust from the community will follow.

The systems and structures undergirding ministry at CCO are underdeveloped. The staff operate as generalists, overseeing all aspects of the ministries and areas they lead. While this could work when ministries were smaller, recent and continuing growth at CCO is taxing the current systems as well as the staff. This team will welcome a leader who brings experience in developing an intentional structure that reflects the unique congregation and culture of CCO. With an appreciation for intentional sequencing and purposeful pacing, this leader will build up the infrastructure. Specific experience with CRM software, financial software, etc., is beneficial.

Managing the budget, attending to the debt repayment plan, and providing reports for church leadership will be critical components of this role. Pastor Karl and the Overseers must have confidence the Executive Pastor is capable of leading the financial and operational areas of the church. While Pastor Karl is the point of the spear, he will look to this person for counsel and have trust in their competence.

Developing leaders and managing staff will be a vital component to this role. The right Executive Pastor will take tremendous pride in his team's success. He will see the pastors and staff as their congregation to pastor, invest in, and set up for success. Working to create an environment that promotes collaboration, this leader will be someone that creates space for people to grow in their gifts and will lovingly hold them accountable for the sake of their growth. This leader will create a culture where there is room to innovate, explore and even fail at times for the sake of growth. The team will look forward to their times together because of the energy, substance, and encouragement they receive. Staff will benefit from consistent rhythms in reporting relationships, meetings, retreats, etc. The right leader will invest in each staff member personally and take time to develop with them a plan for their spiritual and vocational growth.

Communicating with clarity and confidence is vital for this Executive Pastor. As they work with staff, it is imperative they communicate consistently and are known to be people with great integrity. What they say they will do, they do. Strategic communication across the team and more broadly for the congregation is an area to develop. This person is willing to make the first move and initiate conversation, even when difficult.

Pastor Karl will benefit from a ministry partner who is also as highly relational as he is. The right partner in this role will take time to develop a personal relationship with Pastor Karl, and he will buy into the vision God has given Karl for CCO. This Executive Pastor will be a champion for Pastor Karl's leadership, recognizing Karl's needs and advocating for him. This may also look like helping Karl determine which responsibilities Karl should continue to keep and which ones he should release. When Pastor Karl is away, this leader will seamlessly step in, able to be an extension of Pastor Karl's vision and values.

Community Church Oshkosh is in an extraordinary season. They are growing into a new paradigm for ministry as new people are drawn every week to the Biblical teaching and vibrant ministries at CCO. This Executive Pastor will see the limitless potential at CCO as this wonderful pastor/staff team is invested in, developed, and supported like never before. All the resources one could need are present in this place, and now it is time to watch what the Lord will do as His people faithfully obey his leading.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Dedicated follower of Jesus. Spiritually mature and relationally intelligent.
- Bachelor's degree required; Master's degree preferred.
- Eight years of ministry experience that includes oversight of paid staff.
- Called to lead from the "second chair." Work in harmony with a senior leader in order to implement vision.
- Affirmed gifts of discernment, leadership, communication and leader development.
- Align with the theological positions of Community Church (<https://www.community-church.com/what-we-believe>) and the Converge network (<https://www.converge.org/about/beliefs>).
- Expertise in financial and organizational management.

Inquiry Process

If after reading this description you have interest in the **Executive Pastor position at Community Church Oshkosh**, 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 format only**).
2. The results of any personal assessments you have completed (CliftonStrengths; DiSC; Meyers-Briggs, etc.) in the last three years.
3. Five references (one supervisor, two peer, one subordinate, and one of your choice). These references will be contacted later in the process with your prior approval.
4. Written responses to the following five questions (prepared and attached in a Word document).
 1. Describe your faith in Jesus Christ. Tell us how you came to personal faith as well as your journey into full time ministry.
 2. What is it about the opportunity at Community Church Oshkosh that attracts you to this position and what, in your experience, has best prepared you for this role?
 3. It has been said the best leaders lead with a limp. How have you been personally shaped by brokenness or failure?
 4. Describe a time when you had to implement a new organizational or financial structure. How did you balance the needs of the organization and the needs of people in that process. What did you learn through that experience.
 5. Provide an example for how you have managed conflict as a pastor-leader. How have you grown in this skill and what core values do you hold as a result of your experience managing conflict?

Please submit your information to:

Deb Carr, Search Associate

NL Moore & Associates

deb@nlmoore.com

651-263-2140