



SENIOR PASTOR

**Opportunity
Profile**

**Constance Free Church |
Andover, Minnesota**

Overview

Constance Free Church (Constance) is a special place that has been blessed for over 38 years by the preaching and leadership of Senior Pastor Randy Discher. Under his guidance, the church has grown, becoming a vibrant community of 1,300 attendees who are deeply committed to the vision of *Helping People Connect with Jesus*. As Pastor Randy and the Elder Board reflect on the past and look toward the future, they recognize the time is right to engage the succession process. The church is strong, and this transition, though tinged with the sadness brought by the departure of a beloved, long-tenured pastor, is approached with a sense of hope and expectation, embodying the congregation's health, resilience and unwavering faith.

Constance feels like family to many who attend here. The church is rooted in a solid foundation of biblical truth and authentic relationships. The church's mission is *to glorify God by creating an environment where people can...Know, Grow and Go*. People are encouraged to establish a personal relationship with Jesus Christ, to grow in maturity with Christ and His Church, and to go and serve others in their neighborhoods, workplaces and beyond. This clarity of purpose fosters an environment where individuals can experience spiritual vitality, deepen their connections with one another, and live out their commitment to share the hope they have found in Jesus with those in the community and world who desperately need him.

Quick Stats

- **Worship:** A Traditions service is held at 8 a.m. in the Connections space, offering a blend of hymns and worshipful praise songs. Two identical contemporary worship services are offered in the Auditorium at 9 and 10:45 a.m. (also online). The same sermon is delivered live in all three services.
- **Evangelism and Outreach:** Constance has a clear value for evangelism and outreach. Leadership speaks candidly about evangelism and takes its own "outreach temperature" to regularly assess efforts. In addition to giving 10% to missions, the church has its own 501c3 called "BridgeLink" to advance outreach efforts in the region.
- **Governance:** An Elder Board of nine men, including the Senior Pastor, govern the church. Working well together, this group practices policy governance which delegates all church ministry management responsibility and authority to the Senior Pastor. Regular meetings, communication and accountability help this structure to thrive.
- **Staff:** 15 full-time and 37 part-time employees serve the church which is described as "staff-led and Elder-overseen." Additionally, 445 congregants serve as volunteers in various church ministries, representing more than 40% of the congregation.
- **Budget:** The church has an annual budget of \$3.75M (2025) and zero debt. It is located on a valuable 52-acre property that represents incredible potential and opportunity for future expansion or development.
- **Affiliation:** Constance Free Church is affiliated with the [Evangelical Free Church of America](#).

The Location

Constance Free Church is well-located on a main thoroughfare in Andover, Minnesota, a growing suburban community of about 33,000 residents on the north side of the Minneapolis and St. Paul metro area. Offering a unique blend of small-town charm and convenient access to metropolitan amenities, Andover is known for its top-rated public schools, a great private Christian school, family-friendly neighborhoods and an abundance of parks and trails. Overall, Andover provides residents with a high quality of life. The city fosters a strong sense of community through local events and recreational activities, making it a great place for families and young professionals. It is well-located for those who desire easy access to the many recreational lakes and natural beauty Minnesota is well-known for as well as close proximity to the Twin Cities and the variety of sports, theater and entertainment opportunities found there. People are unpretentious, friendly and community-minded, making Andover a great place to call home.

The Opportunity

Momentum at Constance is strong. A recent congregational health assessment revealed the church to be a healthy congregation, landing in the ideal, healthy zone known as “transformation.” This means attenders reflect a high level of satisfaction and energy. Sunday worship services are vibrant and engaging. Both worship styles are executed with excellence, are God-honoring and genuine, contributing to the church’s unique identity as healthy and multi-generational. It will be vital for the incoming pastor to embrace both the Traditional and Contemporary worship styles and seek to connect with each group of service attenders in order to ensure all congregants continue to feel cared for and invested in. As a multi-generational congregation, attendees appreciate being able to choose the musical style that helps them draw near to God in worship. However, it also tends to segment the congregation, primarily by age. The Senior Pastor will have an opportunity to discover fresh ways to intentionally connect people across generations and worship services.

Excellent expository teaching that brings Scripture to life is highly valued at Constance. Repeatedly, members have affirmed their love for biblical teaching, and expressed a strong desire for their next pastor to be a faithful student and effective communicator of the Word. They want to be inspired by messages that are expository in nature and made personal through relevant examples or stories from pastor’s everyday life. One of the key ways the incoming Senior Pastor will gain trust with the congregation is by faithfully and effectively communicating biblical truth, but with transparency and vulnerability regarding his own life and spiritual journey, so people feel like they know pastor is a real person who has successes and challenges in life just like they do. They also appreciate a pastor who is relational and engaging with people; one who lingers a bit and visits with people before and after services, taking time to get to know them personally as well as spiritually.

For a number of years the church has employed a teaching team approach, which includes several excellent communicators. The incoming Senior Pastor, preaching roughly 36-40 times per year, will support this model and discipline himself to rhythms of advanced planning and collaboration with others which allows time for input, feedback and media integration. This will ensure cohesiveness across message series, and space for others to contribute in a meaningful way to an excellent Sunday morning experience.

The incoming Senior Pastor will have a significant opportunity to develop and empower a highly committed, optimistic and talented staff team. The current Worship Arts Pastor will be moving into the Executive Pastor role, which is viewed as a positive by staff and elders. Over the years, staff have become accustomed to a high level of autonomy which is a strength, but is also a challenge. There is an opportunity for the incoming Senior Pastor to strengthen the team dynamic at Constance and to foster a team environment that is unified, pro-active and more collaborative. Improved planning, coordination and shared evaluation of results could yield positive results by bringing the team together so they feel integrated, supported by one another and aligned with purpose. While most see the potential benefits, some staff may need time and encouragement to adapt to more collaborative rhythms.

Constance is clearly focused beyond its walls, which is a growing strength for the Senior Pastor to build upon. The church allocates 10 percent of its budget to missions and supports 34 different missions, projects or trips annually. Attendees care deeply about the lost, and evangelism is a high priority. Staff and leaders regularly take their “outreach temperature” to ensure they remain attentive to modeling its value for the congregation. For congregants, the BLESS acronym, which represents five personal evangelism practices – be in prayer; listen with compassion; eat together; serve in love; share a story – helps to keep it in focus. A Senior Pastor who cares about the lost and understands these kinds of principles from personal practice will fit well with this congregation.

To live out their value for outreach, Constance established a 501c3 charitable non-profit called “BridgeLink” which has made significant inroads in meeting felt needs, engaging with local schools, and building partnerships and relationships with community groups in the region. Some congregants have expressed a desire to see these outreach efforts expanded and integrated with next steps in discipleship. The Senior Pastor will have the opportunity to explore the potential and then work with staff to clarify possible pathways that help all people take their next steps as disciples through programs like Rooted, small groups, personal mentoring or other disciple-making avenues.

As with any good thing, investment is needed to ensure it continues to thrive. Constance has a strong external focus, but that outlook needs to be continually championed in order to prevent people from becoming too comfortable with only sitting at the feet of Jesus. The new Senior Pastor will be called on to infuse fresh vision and energy into the church for the value of discipleship and evangelism, re-awakening the hearts and minds of people to fight against spiritual complacency and inspiring them to take an active role in bringing a person to Christ, and using their spiritual gifts to disciple and serve one another and the ministry.

Among the strong ministries within Constance are its ministries to the next generation. Sunday morning programming for kids welcomes 180-200 children, as does the Tuesday evening “Kids Club” for ages birth through 5th grade. A number of adult small groups meet at the church on Tuesday evenings so the parents can deepen their own discipleship while their children are engaged and growing, too. Wednesday evenings find 250-300 middle and high school students gathering at the church for student programming that helps them connect with Jesus and grow in Him. Each ministry is well-led and supported, providing age-appropriate discipleship, fellowship and activities that guide youth as they grow in faith and build relationships as a valued part of the Constance church community. The next Senior Pastor will have an opportunity to help the church reach younger people by supporting a strong ministry to young families, building toward an exciting and sustainable future.

The beautiful facility is located on 52 valuable acres of land that holds untapped potential. Multiple ideas of how the church might utilize the land have been suggested over the years. Currently, leadership is exploring the right time to begin the next phase of improvements to their current space. This would create a centralized office for staff, increase direct flow into the auditorium, decrease distance to the nursery, improve security for the children’s area as a whole, and create rooms for more effective ministry. The incoming Senior Pastor will have a lot of help, but he will be called on to cast the vision and lead the completion of this important work. Additionally, Andover is on the growing north side of the Twin Cities, so there is much that could be done here with the right vision. The incoming Senior Pastor will have the opportunity to work with leadership to prayerfully discern how God would have the church invest its resources for His Kingdom purpose in the building, in Andover and beyond. No doubt, exciting days are ahead!

The Candidate

The ideal candidate for Constance Free Church is an experienced pastor and team leader who leads others from the overflow of a vibrant personal walk with God. As a student of the Word and life-long learner, he will enjoy connecting biblical truth to the joys and challenges of everyday life, contextualizing the eternal message in a meaningful way for all people. He will be a man of the Word and of prayer, walking humbly with God, prayerfully pursuing and trusting the guidance of the Holy Spirit. He will care about the lost and keep Constance attentive to reaching those who need the love and forgiveness of sin found only in Jesus. As someone others want to be around, he will listen to other leaders and seek out their wisdom for direction personally and for the church. Confident, grounded and secure in his identity in Christ, he will have grown in wisdom through the challenges of life and ministry, coming out the other side as someone who is genuine, relatable, kind, and grace-filled toward others. He will be self-aware and emotionally mature, eager to develop and empower the talents and abilities of the leaders around him without feeling threatened by their input, strong personality or good ideas. Amidst the challenges of life and ministry, he will have a good sense of humor and keep things in perspective.

The Sunday morning experience at Constance is a highpoint for many attendees. The ideal candidate will be an inspirational teacher and preacher of God’s Word, communicating with authority and authenticity, preferring an expository approach that draws out the depth and relevance of the text. A great “fit” will effectively contextualize messages to everyday life, infusing them with meaningful illustrations, personal examples and humor to help them connect with congregants of all ages. When cultural issues or hot-button topics arise, he will engage them with sensitivity, standing firm on God’s Word, and speaking truth with grace and love. He will support a team teaching approach and leverage opportunities to have different voices and perspectives contribute to the spiritual growth and development of the congregation from the pulpit.

The incoming Senior Pastor will appreciate the opportunity to build on a healthy foundation laid by another. A motivated self-starter, he will take the initiative to listen and learn the stories of all the ways God has shaped Constance into such a special place. It is essential he take the initiative to get to know people and enjoy building relationships with them. Visible and approachable in the hallways between services or in the community, he will enjoy being known by the congregation. He will be a servant leader who sets the example for others in work ethic, attitude and care for others. He will be open to input and feedback, and willing to own mistakes and learn from them. The ideal candidate will be able to creatively assess, adapt and improve what is working for the sake of greater effectiveness and Gospel impact.

As an organizational leader, the incoming Senior Pastor will work with elders and staff effectively, modeling good leadership practices and personally investing in the team and elder board. Strategic and developmental, this pastor will lead from a place of collegiality rather than hierarchy, empowering the elders and staff by knowing their strengths, inviting their input, advancing their good ideas and delegating or pressing out decision-making where appropriate. Working closely with the Executive Pastor and leadership team, he will foster the growth of a healthy, collaborative team dynamic through clear and effective communication of vision and expectations, collaborative goal setting and evaluation of results, and accountability. He will look for ways to foster a positive, energized workplace where people feel valued and are excited to be part of a cohesive team that is contributing its best to achieve God’s purpose for Constance.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Clear alignment with Constance Free Church's core beliefs found [here](#).
- Theological agreement, affirmation and support for the Evangelical Free Church of America Statement of Faith found at www.efca.org. Ordination or willingness to be ordained in the EFCA.
- Elder-qualified, meeting the biblical qualifications for elders as outlined in Titus 1:5-9, 1 Timothy 3:1-7, and 1 Peter 5:1-4, demonstrating the maturity and character necessary for spiritual leadership in the church.
- A theological Master's degree is required, Master of Divinity, preferred.
- Ten+ years in pastoral leadership, with significant experience leading in a larger context (+500) with direct oversight of paid staff and unpaid volunteers.
- Excellent preaching/teaching skills and an ability to effectively cast vision.

Inquiry Process

If after reading this description you have interest in the Senior Pastor position at Constance Free Church, and you feel you meet the qualifications for the role, you're invited to submit the following information for consideration:

1. Your **resume (in Word document format only)**.
2. The **results of any personal assessments** you have completed (StrengthsFinder; 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 Constance Free Church that attracts you to this position and what, in your experience, has best prepared you for this job?
 3. What are two or three of your core strengths, and how have you used your core strengths to positively shape or advance the church or organization you served?
 4. What are your weaknesses?
 5. Describe a conflict you were involved in and how did you resolve it?

Please submit your information to:

Kara Bubar, Search Associate
 NL Moore & Associates
 kara@nlmoore.com
 865-200-7983