



### Overview

Momentum is strong at [Constance Free Church](#) in Andover, MN. Having been well led by Senior Pastor Randy Discher for more than 38 years, the church is eager to welcome an experienced Senior Pastor to love them and work with them as they continue to advance their vision of *Helping People Connect with Jesus*.

### The Big Idea



Under Pastor Randy's leadership, Constance has grown into a healthy, vibrant multi-generational community of 1,300 attendees who aspire to glorify God by creating an environment where people can...Know, Grow and Go. Constance is clearly focused beyond the walls of the church, which is a growing strength for the Senior Pastor to build upon. 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. One of the key ways the incoming Senior Pastor will gain trust with the congregation is by faithfully and effectively communicating biblical truth. The congregation loves biblical teaching and has a strong desire for their next pastor to be a faithful student and effective communicator of the Word. The incoming Senior Pastor will have a significant opportunity to develop and empower a highly committed, optimistic and talented staff team.

### The Church

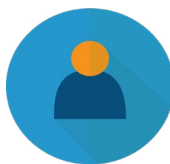


**Affiliation:** [Evangelical Free Church of America](#)

**Attendance:** 1,300

**About:** 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 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. An Elder Board of nine men, including the Senior Pastor, govern the church. Fifteen full-time and 37 part-time employees serve the church, which is "staff-led and Elder-overseen." Additionally, 445 congregants volunteer in various church ministries, representing more than 40% of the congregation. The church has an annual budget of \$3.75M (2025) and zero debt. Located on a valuable 52-acre property represents incredible opportunity for future development.

### The Candidate



The ideal candidate 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 appreciate the opportunity to build on a healthy foundation, taking the initiative to build relationships and get to know people. Inheriting a talented staff, he will work closely with the Executive Pastor and leadership team to foster the growth of a healthy, collaborative team dynamic. He will do this through clear and effective communication of vision and expectations, collaborative goal setting and evaluation of results and accountability.

### The Location



Constance Free Church is well-located 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 making it a great place to call home.

### The Qualifications



Clear alignment with Constance Free Church's [core beliefs and theological agreement](#), affirmation and support for the [EFCA Statement of Faith](#); Ordination or willingness to be ordained in the EFCA; Elder-qualified, meeting the biblical qualifications for elders as outlined in Scripture, demonstrating the maturity and character necessary for spiritual leadership in the church; Excellent preaching/teaching skills and an ability to effectively cast vision. A theological Master's degree is required, Master of Divinity, preferred. For a full list of qualifications, please click the link below for the full Opportunity Profile.

### Next Steps



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**For the Full Opportunity Profile:**

[CLICK HERE](#)