



LEAD PASTOR

Opportunity Profile

Westbrok Community Church |
Chaska, Minnesota

Overview

[Westbrook Community Church](#) is a healthy, thriving multi-generational congregation of about 225 attendees that is moving through the succession of its founding pastor. After 14 years of faithful stewardship, Lead Pastor Kevin Sharpe has discerned the time is right to pass the leadership baton to a successor. Throughout the years, Westbrook has developed into a warm and welcoming church community that is eager to grow in spiritual maturity while continuing to bring the good news of Jesus to a world in need of hope and connection. With a focus on new conversion growth from the start, Westbrook is strongly committed to its mission of seeing people *Belong, Become and Bless*: to be a church where there are no perfect people and all can belong, to grow in faith and become more like Christ, and be a blessing to the community and world around them. They are eager to welcome a humble, relatable pastor who will join them on their mission and help them move into the future with purpose.

Quick Stats

- **Worship:** Westbrook offers two identical worship services each Sunday at 9 and 10:30 a.m. The atmosphere is informal with many attendees bringing in their cup of coffee and greeting each other as they find a seat. Music is an engaging blend of contemporary praise and hymns.
- **Demographics:** The congregation is multi-generational but growing with singles and families with young children. This is indicative of the surrounding communities, which are growing with new housing developments near the church as people move further out from the metro area to find community and more affordable housing.
- **Governance:** Westbrook is governed by a seven-person Leadership Board made up of a solid group of men and women. The Lead Pastor reports to the Board and serves as a voting member.
- **Staff:** Ministry is led by a team of three full-time staff: Lead Pastor, Next Gen Pastor and Executive Director, and two part-time staff: Worship Pastor and Children's Director.
- **Budget:** Westbrook is financially stable with an annual budget of \$863K. There is a remaining building debt of \$2.4M. Additional financial decisions are upcoming with regard to the entrance to the property as the county roads expand.
- **Outreach:** Externally focused, the church is known for being generous with the community through ministries such as Bountiful Baskets, Loads of Love, the community garden on their property and other non-profit partnerships.
- **Affiliation:** Westbrook is affiliated with Converge and is egalitarian in their perspectives on women's roles in the church.

The Location

Nestled along the scenic Minnesota River, Chaska offers a harmonious blend of small-town charm and modern conveniences. Residents of this region enjoy a peaceful atmosphere complemented by rolling hills, prairies, woods and river bluffs, providing ample opportunities for outdoor activities in all four seasons. Eastern Carver County Schools are some of the best in the state, with private Christian schools also available nearby. The city is home to the renowned Minnesota Landscape Arboretum, Chaska Town Course and the Chaska Community Center, which features ice rinks, a theater and organized activities for all ages. Its proximity to the Twin Cities ensures convenient access to urban amenities while maintaining its unique identity as the "best small town in Minnesota." For families seeking a vibrant community with a focus on quality of life, Chaska presents an ideal setting to lead and serve.

The Opportunity

Westbrook was launched in September 2011 with a core group of 75 people as a plant from Westwood Church in nearby Chanhassen, MN. Focused on new conversion growth from the start, Westbrook has grown as people have come to faith in Jesus, engaged in authentic relationships with one another in order to become more like Christ, and intentionally turned outward to share their faith with others as they bless the community in Jesus' name. With God's hand evident in the transaction, in 2017 the church secured a 25-acre parcel of land at the strategic intersection of two county roads. In the midst of the 2020 pandemic, they stepped out in faith to began construction on a permanent church home and moved into their building in June 2021. Westbrook has become known as "the blue church at the crossroads" by the 11,000 people from Chaska, Carver, Victoria, Waconia and Cologne who drive by the intersection each day. The church feels like family to those who make this their church home. With vibrant youth and children's ministries now well-established, a developing small group ministry and numerous community outreach initiatives, Westbrook is maturing organizationally and programmatically. The incoming Lead Pastor will be called on to build on a solid foundation and further advance their mission to see people *Belong, Become and Bless*.

Over the years, Westbrook's leadership has been shaped by several key books and ideas. First was *No Perfect People Allowed*, by John Burke. Pastor Kevin reflected that when he finished reading this book, he thought, "This is the kind of church I want to lead." Westbrook truly reflects the idea that no one is perfect and everyone is welcome, which is communicated in the words, attitudes and actions of people. People matter here. The evangelistic heart of the church beats for everyone to come to know and grow in the redeeming love and grace of Jesus. The next Lead Pastor will be called on to advance discipleship and missional opportunities in order to capitalize on the good momentum that has developed. Spiritually, there is an expressed desire for a stronger discipleship pathway for all members to deepen and grow in maturity and on mission. Ideally, the incoming pastor will be excited to help the people of Westbrook to feel empowered to take their next steps in faith, into small groups and into service.

In the earlier years of Westbrook, there were some bottlenecks that caused frustration which revealed a need for greater clarity and definition around the roles and responsibilities of Board, Pastor and staff. The book, *Winning on Purpose* by John Kaiser helped to positively shape their governance structure and function (and is now required reading for all new board members). More recently the business book *Traction* by Gino Wickman has helped leadership implement the EOS operating model which has made a constructive, shaping difference in the effectiveness of ministry by empowering pastor, staff and leadership to have shared focus, discipline and accountability in the process of executing the church's vision and mission, with positive results.

The incoming pastor will inherit a quality staff team who are competent, collaborative and committed to ministry and one another. The congregation loves the staff and genuinely appreciate the value they provide to the overall experience of Westbrook. There is autonomy in ministry leadership as people are trusted to do their job. Yet, as a small team, they enjoy being together, planning, talking through challenges, praying, and sharing the "wins." They look forward to a continued positive team experience with the incoming pastor.

Leadership development and deepening discipleship are two additional opportunities at Westbrook. People are generous, with more than 100 individuals involved in service in the church. Yet as new people come, there is an opportunity to solidify pathways for spiritual growth while recognizing places where people can deploy their gifts and talents with purpose. The incoming pastor will be called on to champion reproducing discipleship and to activate the body for ministry and leadership. Westbrook would like to see more: more people active in small group discipleship, more people developed, equipped and deployed, and more activities or ministries that help people connect into the life of the church such as singles, moms, women, men, senior adults, etc.

Westbrook eagerly anticipates breaking through the 250 attendance barrier. While they value spiritual growth over numeric growth, they recognize the opportunity to increase their impact in the region, particularly with all of the new homes and neighborhoods emerging in the region. They would love to find the right combination of initiatives necessary to reach people with the Gospel and grow the church family. Whether stronger regional marketing, relational evangelism or new programs, the new pastor will have the opportunity to help Westbrook strategically address this challenge and guide the church toward growth. As in the past, Westbrook's primary focus is on reaching people who do not yet know Jesus rather than simply adding people from other churches.

The Candidate

The ideal candidate for Westbrook will be a faithful, mature spirit-led pastor who guides and develops others out of the overflow of their own life-giving relationship with Jesus. As someone who has experienced God's redemptive work in his own life, this person will readily acknowledge God's power to work in the lives of others. Trusting in the power of prayer, Westbrook's pastor will regularly pray, for and with others, encouraging the church toward the same.

Humility, approachability and authenticity are qualities that describe effective leadership at Westbrook. The ideal candidate will communicate in words and attitudes a genuine love for all people, extending a personal welcome to the church, and championing a deep desire to see everyone come to know and grow in the redeeming love and grace of Jesus. They desire a pastor who enjoys being one of the people. While certainly called by God to lead, shepherd and teach, the ideal candidate will do so in an unpretentious manner, engaging people as equals and without feeling a need to leverage positional or intellectual authority. Numerous people noted when they came to the church, they were greeted by Kevin who visited with them without positional pretense. They were genuinely surprised when the friendly guy they had just been chatting with stood up to give the sermon. This kind of personal humility and relatability is deeply valued here.

One of the key ways the next pastor will build trust with this congregation is through the pulpit. Westbrook is accustomed to solid biblical teaching that is delivered in a relaxed, conversational manner. They do not use "churchy" language. In fact, they intentionally keep language accessible, offering biblical teaching that is practical to the everyday person and applicable to everyday life. Attendees respond to sermons that are illustrated with personal experiences and relevant stories. The ideal candidate will be vulnerable and willing to share appropriately about his or her own struggles and challenges in life to build connection and bring home the point. The characteristics of authenticity, transparency and a good sense of humor will resonate here. Westbrook looks forward to calling a pastor who pursues Christ-likeness, but one who also readily admits mistakes and doesn't pretend to be perfect. By example, they hope their next pastor will help others understand how to live in God's grace, to apply Scripture to life, and to show the world something different.

Westbrook is comprised of people from diverse theological experiences and backgrounds, including Catholic, Lutheran and those who are unchurched. It is important the Lead Pastor relate easily with people from a variety of traditions, desiring to remain biblical over perfect alignment with a specific theological or doctrinal position. The right candidate will have an evangelistic heart, helping Westbrook keep its focus on building God's kingdom through reaching people with the gospel. Because all are welcomed, it is important the Lead Pastor hold to the value of remaining a-political. This means they will not take sides on political issues but pray for governmental leaders and people of various political persuasions: Democrats, Republicans and Independents. It is essential the next pastor keep the Bible and the communication of biblical truth as the main focus.

As Westbrook looks to the future, the next pastor will be called on to help the church navigate continued growth and development. Working together with leadership and staff, the incoming pastor will help the church assess current strengths, gaps, needs and opportunities in order to gain a balanced, aligned and strategic understanding of Westbrook's future potential. In light of upcoming decisions related to growth, property development and the tensions of debt reduction, the incoming pastor will need to be a creative problem solver who can help Westbrook create the best plan to address short- and long-term needs. Ideally, the next pastor will make good decisions, anticipating issues early and involving others in the process.

The incoming pastor will enjoy opportunities to develop others and will dedicate time and energy into mentoring and cultivating relationships with staff, Leadership Board and emerging leaders in the church. The congregation is ready to deepen in their discipleship, so a pastor who will encourage them in this, noticing their potential and challenging them to step up or step out in faith in order to trust God more will fit well here. They are eager to stretch, grow and live out their discipleship with purpose in both ministry and service.


By taking initiative to get to know people, maintaining a heart for the lost, and energetically pursuing the realization of the mission, the incoming pastor of Westbrook will have the joy of shepherding a warm and welcoming congregation in the discovery that their very best days as a church are yet to come.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Clear alignment with Westbrook Community Church's core beliefs found [here](#).
- Theological agreement, affirmation and support for Converge found at [Converge.org](https://www.converge.org). Ordination or willingness to be ordained in the Converge denomination.
- A theological Master's degree is required.
- Ten+ years in pastoral leadership in a multi-staff church setting with direct oversight of both paid staff and unpaid volunteers and regular experience in the pulpit. This could be as a Senior Pastor, Campus Pastor, Discipleship/Outreach Pastor or College Pastor.
- Well-developed ability to communicate biblical truth in a style that is accessible, authentic and relatable to people at various ages and stages of spiritual development.
- Experience casting vision, developing reproducing disciple-makers, and stewarding a spiritually growing church context.
- Care deeply about the lost and possess an evangelistic impulse to connect with those who do not yet know Jesus and share the hope and healing found only in Him.

Inquiry Process

If after reading this description you have interest in the Lead Pastor position at Westbrook Community Church, 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. Links to **video or audio of sermon messages**.
3. The **results of any personal assessments** you have completed (StrengthsFinder; DiSC; Meyers- Briggs, Working Genius, Enneagram, etc.) in the last three years.
4. **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.
5. **Written responses to the following five questions** (prepared and attached in a Word document, not pdf).
 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 Westbrook Community Church that attracts you to this position and what, in your experience, has prepared you for this job?
 3. What are the key strengths and skills you have used to build the church or ministry you have led? Please share two or three examples of accomplishments that have resulted from those strengths and skills? How might those strengths and skills contribute to our vision of Belong, Become, Bless?
 4. Westbrook is intentional about welcoming people from a variety of backgrounds and experiences. How have you intentionally built relationships with people who believe differently than you do?
 5. How have you been evangelistic with people both personally and in a ministry context?
 6. Please describe any books or people that have significantly influenced your Christian growth and leadership.



Please submit your information to:

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