



OPPORTUNITY PROFILE

**SENIOR PASTOR
JOHNSTON EVANGELICAL FREE CHURCH
JOHNSTON, IOWA**



The Area and the Opportunity

The City of Johnston is conveniently located in the northwest section of the Des Moines metro area, just 20 minutes from the downtown business and financial district as well as the International Airport.

Johnston has evolved into a new-century hot spot for business development, small or large. Commercial and industrial assessed valuation increased over 300% from 1992 to 2003. Johnston is one of the fastest growing cities in the state, yet it is growing with grace. Why? It's simple – enthusiastic collaboration. The chamber, city government, school district and JEDCO (Johnston Economic Development Corporation) all interact and work together to make the most of what each offers. When businesses, civic groups and nonprofit organizations need information or representation from another facet, they get it. Support groups from all fronts merge talents, ideas and efforts at regular meetings or as needs arise.

Johnston has a population of 17,278 and draws from the Des Moines metropolitan area (500,000). That is an increase of 99.8% from the 2000 Census. Over 95% of the housing in the area is occupied. The mean age is 37 and almost 50% of people over 25 have a Bachelor's degree or higher. The mean travel time to work is 18 minutes.

Communities in close proximity to Johnston include Urbandale, Grimes, Ankeny and Waukee. The residents of Johnston and the surrounding communities are very proud of their area and work hard to make it a great place to live, work and raise their families.

In the midst of this fast growing, highly educated population and regional economic engine, God has placed Johnston Evangelical Free Church (www.jefc.org).

JEFC Vision Statement: Glorifying God by loving Him, loving people, and sharing the Good News.

After 17 blessed years as senior pastor at JEFC, Pastor Kent feels God calling him to a new phase of ministry. He is responding to support the life-changing work of missionaries in various parts of the world through a mission-sending agency. He is seeking to glorify God through counseling, teaching, and encouragement with those who serve our Lord in difficult, far-from-home ministries.

Of course, Pastor Kent will be missed. He has been instrumental in putting JEFC on the map as a church with very solid and sound Biblical teaching and a heart for missions. The Elders have embarked upon a prayerful succession plan to make the most of this time of transition.

JEFC is poised to continue to steward the resources God has entrusted to them and to leverage these resources for a greater impact for the Kingdom of God.

JEFC is currently engaged in a strategic planning and continuous improvement process to position them to be good stewards of the leadership transition and their future as a key church in the City of Johnston. The focal points of this are:

- Outreach

The conversion of the lost to Christ brings great glory to God (2 Corinthians 4:15) and gives great joy to the heart of God (Luke 15:7, 10, 32). We recognize there are significant needs in our community (greater Des Moines area) and desire to provide outreach opportunities for all. We glorify God by passionately serving others and sharing the gospel with them (John 13:35; Romans 12:18).

We commit ourselves to serve others and share the gospel of God's love in Christ relationally through intentional caring for the marginalized, welcoming visitors in our midst, reaching out to build relationships in our neighborhoods (personally and as a church), and introducing new friends to Christian community (Matthew 25:35; I Corinthians 9:19-23).

Prayerfully, we will see our body invest their time and abilities serving the community in specific local outreach ministries. With God's help, we will see new believers join us as a result of our local outreach efforts. Community groups are a key part of our outreach efforts. We desire all believers to bring one person to Christ each year.

- Discipleship and Equipping

In response to Christ's command in Matthew 28:18-20, we will glorify God by making disciples of all age groups in our community. A disciple is one who trusts Jesus (John 1:12-13), treasures Jesus (Matthew 13:44-46), faithfully obeys Jesus (Mark 1:17; Luke 6:40), becomes like Jesus (Romans 8:29), is characterized by the fullness of God's love (Mathew 22:37-40; John 13:34-35; Romans 5:5; I Corinthians 13:1-8; Galatians 5:13, 22-23), and leads others to become disciples (2 Timothy 2:2).

We are committed to support each disciple of Jesus in building relationships, receiving instruction, and learning to serve in "the work of ministry, for building up the body of Christ" (Ephesians 4:12).

With God's help, we will see each person in our fellowship (1) serving in some active ministry, (2) participating in biblically-focused Sunday worship and educational training, and (3) growing in loving relationships in community groups.

- Spiritually Functional Homes

We believe that the family is God's design and the home is His chosen primary environment for people to learn to know and love Him. God uses marriage, parenting, and family relationships to develop Christ-likeness in us (Hebrews 12:5-11). Parents, equipped and encouraged by the church, are responsible for training their children (Psalm 78:1-7; Proverbs 1:10; 29:15, 17).

We will disciple and equip parents to lovingly discipline and instruct their children and youth so that they experience God's love and become disciples who will teach the next generation (Proverbs 22:6; Ephesians 6:1-4; 2 Timothy 2:2; Psalm 78:2-4).

With God's help, we will see an increasing number of parents engaged in teaching and training children at home, fulfilling the commands of Deuteronomy 6:6-9. An increasing number of equipped adults, in all stages of life, will invest in children and youth at home and in the church. Every child and young person will have opportunities to be mentored in the faith (Psalm 145:4).

- Missions

In response to God's plan throughout the scriptures (Genesis 12:1-3; Matthew 28:18-20; Revelation 7:9), JEFC will glorify God by mobilizing the people and resources He has entrusted to us for the fulfillment of Christ's commission to make disciples of every *ethne* (people group).

We will promote active engagement of everyone in our congregation, with the primacy of God's desire to be glorified among all people groups. We will pray for, call out, equip, and financially support new missionaries. Together, we will systematically care for JEFC-supported missionaries.

With God's help, JEFC will have a missional heart. We will see a JEFC family or individual launched into full-time cross-cultural missionary service each year, and provide a significant portion of their funding needs from our church budget. JEFC will also be an encouragement for other churches in mobilizing resources for missions.

Expectations / Hopes / Desires

While the church is unified in its support of these areas of focus, it eagerly awaits the creative and shaping influence of a new Senior Pastor to help bring these objectives to life. The church members are full of hope for the future. They are eager to see how God writes the next chapter in the life of the church. They are eager to grow (both spiritually and numerically) in order to make a greater impact for Christ in the greater Des Moines area and around the world.

Spiritual Leadership Ideally the senior pastor at JEFC will have the spiritual gift of leadership; someone who, because of the depth and vibrancy of his daily walk with God, is naturally viewed as the spiritual leader

Solid Biblical Teaching Solid biblical teaching is at the heart of what makes JEFC the church that it is. It is the engine that fuels the rest of the ministry. The Senior Pastor will be a gifted communicator who values teaching biblical truth and seeing lives changed as the Spirit of God works in and through the members; someone who possess a goodness and faithfulness that continually draws all believers and seekers to Christ's redemptive love; a pastor who isn't afraid to talk straight about difficult issues.

Reaching Families The community around JEFC has a high density of families; growing families with growing children. JEFC desires to be a congregation that effectively reaches out to the local community and draws in individuals and families with young children. They want to be an effective agent of the Gospel in their community. JEFC hopes to call a pastor who has heart for reaching families with the gospel and building a nurturing, caring and engaged church family - a church family that is doing ministry together.

Collaborative Team Building JEFC wants to call a pastor who is motivated to build and mentor the staff team; someone who understands what motivates people; who has the ability to train, encourage, empower the staff so they can harness their gifts and abilities to do their job with excellence and have the impact that they are gifted to have.

Community Outreach Community is important in the Midwest. JEFC is eager for their next Senior Pastor to become a part of the community; to get to know the people by attending athletic events and being involved in the cultural and civic life of the community; someone who will engage and inspire.

Relationships Relationships are important to the believers at JEFC, and church members and leaders expect the Senior Pastor to be warm and engaging, meeting and greeting church members on Sundays, developing relationships in and around church activities, and genuinely caring for the “flock”.

Church Governance

Church governance at JEFC is accomplished through the Board of Elders. The purpose of the Elder Board shall be to provide spiritual leadership and oversight for the Congregation and the ministries of the church. The Elder Board consists of the Senior Pastor and at least five (5) men elected from the Congregation. The Congregation, by majority vote at any congregational meeting, may adjust the number of Elders. Pastors shall have the right of address at board meetings, but only elected Elders from the membership has voting privileges.

Leadership Team

Currently the leadership team consists of the following positions:

- Senior Pastor
- Executive Ministry Director / Director of Missions
- Pastor of Worship Ministries
- Associate Pastor of Student Ministries
- Director of Family & Children’s Ministries
- Pastor of Adult Ministries
- Girl’s Ministry Director
- Youth Intern

Johnson Evangelical Church at a Glance

- Member in good standing with the Evangelical Free Church of America (www.EFCA.org)
- Two morning worship services (8:00 AM / 10:45 AM) Contemporary with “shades of blended”.
- Attendance: Average Worship Attendance over the past year: 610
- Membership 285, up from 247 three years prior.
- Current budget is approximately \$1.5 million.

- Children's and Family Ministry: Considers itself in partnership with parents in the spiritual development of children; seeking to create settings where parents and their children experience an event together.
- Community Groups: Meet twice monthly; outreach focused, intentionally open to the unchurched or previously churched.
- \$200,000 Missions budget (13% of church budget); 24 missionary families supported from this budget – primarily focused on unreached people groups; 7-8 short term trips annually – supported off-budget.

Education / Experience

- Seminary Degree
- Significant pastoral experience or equivalent senior leadership experience

Where is this person today?

- Serving on the staff of a growing and vibrant local church
- Serving with a para-church ministry where teaching and pragmatic communication is at the heart of his responsibilities.
- Serving on the faculty of a seminary or college

Application / Inquiry Process

The Board of Elders Johnson Evangelical Free Church has retained Sima International to assist them in the search for their Senior Pastor. Sima has over 50 years of experience in working with growing organizations in the selection of senior leadership.

Sima will be coordinating the search process and working very closely with the Elders in identifying and qualifying candidates for this position. The final decision will be made by the Board of Elders.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including the leadership of Johnson Evangelical Free Church, without prior consent, nor will reference contacts be made until mutual interest has been established.

In order to get to know you better, please provide a comprehensive resume/CV. When writing the resume/CV, substance is of more interest than brevity. Give enough information so that the breadth and substance of your ministry experience is understood.

As we progress through our careers, many of us have changed jobs and/or employers several times. When describing your work at each stop along the way it would be helpful for us to know

- Factors influencing your call to this particular church
- Total membership of the church
- Worship style of the church
- Ministry philosophy (seeker friendly, seeker driven, expository preaching, topical preaching, missions emphasis, outreach strategy, etc.)
- Size of the staff and where you were on the organization chart

- Direct reports,
- Specific responsibilities
- Highlights of your ministry.
- Factors influencing your decision to leave this church for another call

If you worked in the private sector, para-church or other ministry/nonprofit organization, share with us any relevant information. We firmly believe that God doesn't waste any of our career experiences.

Over the years we have learned that one can learn only so much from the resume. In order to help us get a more complete picture of you and your suitability for Johnson Evangelical Free Church, please respond to the following questions:

1. Share your personal faith story. How and when did you enter a personal relationship with Jesus Christ? How do you personally practice your faith in everyday life?
2. Based upon what you have learned about JEFC from this document, their website and any other personal due diligence you may have conducted, what specifically attracts you to this position?
3. What are your spiritual gifts and by what means did you determine these gifts?
4. What are the pressing issues facing the suburban local church in America and how have churches where you have served in the past addressed these issues?
5. What has been your experience with missions personally or in your current / previous church setting?

Also please provide a minimum of five references (including at least two subordinates, a supervisor or overseer, and a peer). Include phone and email information for each reference. We will not contact references until later in the process and only with your approval.

Please electronically submit your resume or CV, two links to audio or video recordings of recent messages and answers to these questions (Word or pdf format) to:

Submit this information in **one Microsoft Word (.doc or .docx) document** to:

Laura Coverstone

Sima International

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