

# WEST SIDE COMMUNITY CHURCH

## OPPORTUNITY PROFILE: EXECUTIVE PASTOR

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### OVERVIEW:

West Side Community Church desires to make disciples, multiply churches and help establish a flourishing gospel-ecosystem in Northern Michigan (Traverse City) and to the ends of the earth. Therefore, West Side's elders are prayerfully searching for an Executive Pastor with a strong sense of calling, character befitting an elder, and discernable giftings in leadership, administration, teaching and hospitality. The Executive Pastor will be responsible for helping shepherd people and lead in the strategic implementation of the mission and vision of the church in partnership with the board of elders and the staff.

We are a church motivated by the Great Commandment and driven by the Great Commission. If you are intrigued by the opportunity, we invite you to read this opportunity profile and consider whether God would have you take the formal step of applying for the position. In the profile, you will learn more about our church, the role, our local context and what to do as "next steps." We have been, are, and will continue to pray for each of you. Thank you for taking the time to read this material carefully and seek the Lord's direction.

Our website: [www.tcwsc.com](http://www.tcwsc.com)

### MISSION, VISION, VALUES

Presently, the church is navigating a season of transition following a very trying stretch of ministry due to a pastoral failure. However, the church engaged an intentional interim pastor who, alongside a new board of elders, cared for the church, navigated change and helped prepare the soil for future fruitfulness. The church has been blessed by the persistent faithfulness of a committed people. Recently, this "interim chapter" concluded and in September, 2020, West Side hired a new Senior Pastor. Now, God is doing a revitalizing work in and through West Side that leaves us excited by and hopeful for the future as we begin a new chapter of ministry together.

As a result, the church is on a journey intended to simplify and focus around the mission of Christ by bringing (increasing) clarity to vision, through a revised strategy, and by rebuilding culture around disciple-making. Though the terms are used in a multitude of ways, we are a church looking to transition from "a menu" to "a map" in order to embrace a multiplication mindset. We are walking through what it means to be a missional or discipling church that

exalts Christ, equips the saints, and engages the lost. We see this happening as we develop leaders, produce resources and embrace a kingdom-mindset. Our conviction is that the Lord Jesus is calling us to be a church that prioritizes people over programs.

The 'Executive Pastor' will therefore have the unique opportunity to help build ministry from the ground up with a congregation that is excited for this new, hoped-for future and ready to serve to make it a reality. Depending on the timing of hire, the Executive Pastor will be invited in to the heart of the project and be looked to as a critical voice in contributing to our vision, strategy and values. We are looking for someone with experience in managing this sort of transition or an entrepreneurial spirit who is compelled by this type of challenge/opportunity.

This will be a collaborative enterprise, but the timing is right for an XP at West Side.

## CHURCH LEADERSHIP TEAM

West Side Community Church is elder-led, staff-managed and congregationally informed. Generally, the board of elders' role is to see that the church achieves its mission and observes Biblical standards. The board provides supervision of, accountability for, and protection to the Senior Pastor. The Senior Pastor oversees the general spiritual condition of the church and leads its operational ministry, including all staff, including the Executive Pastor. Together, the elders and executive staff will provide the thrust of leadership for the church.

Presently the staff team consists of 12 team members serving in roles ranging from kids, students and adults to Outreach. The organizational chart is currently in development while the church undergoes the transitions referenced above. As we codify language around vision and strategy, the staff will be re-aligned to fit the new direction to help the church accomplish her mission.

The goal is a strategy that is:

- Simple (clear),
- Incarnational (contextual),
- Intentional (movement-minded),
- Sustainable,
- Reproducible,
- Multiplication-Minded

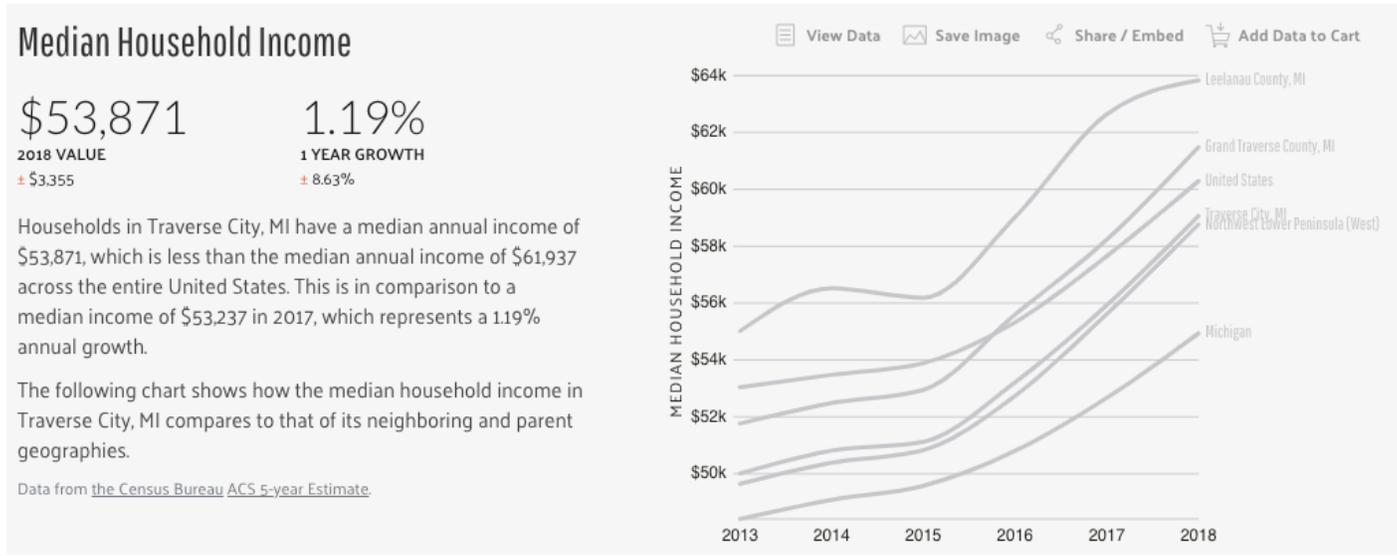
See our leadership team here: <https://www.tcwscc.com/leadership>

## LOCAL CONTEXT: TRAVERSE CITY, MI

Traverse City is located in the northwest region of the lower peninsula of Michigan. This growing community is made up of a strong core of longtime residents mingled with an influx of new families – often retiree's or those with young children who are drawn the slower pace, rich natural landscapes and yet who have some affinity for "city life." For example, per capita, Traverse City has the highest percentage of millennial millionaires in the country. People are drawn to the region's natural beauty and the wide variety of outdoor and cultural attractions. There are notable seasonal population shifts as retirees' head for warmer climates during the winter months and return along with the influx of tourists as spring and summer arrive.

Residents of this area are offered living environment choices ranging from peaceful rural settings to core small city neighborhoods. There are a host of school options ranging from homeschool networks, to a strong public-school system and denominational private schools, most of which have excellent reputations.

Recent growth trends are driven by those choosing to retire in the area and/or those moving here as they are given the freedom to work remotely. As such, there is a large small-business community, with the requisite infrastructure and support systems. There is an ethos in the region that prizes “local” throughout the greater Traverse City area.

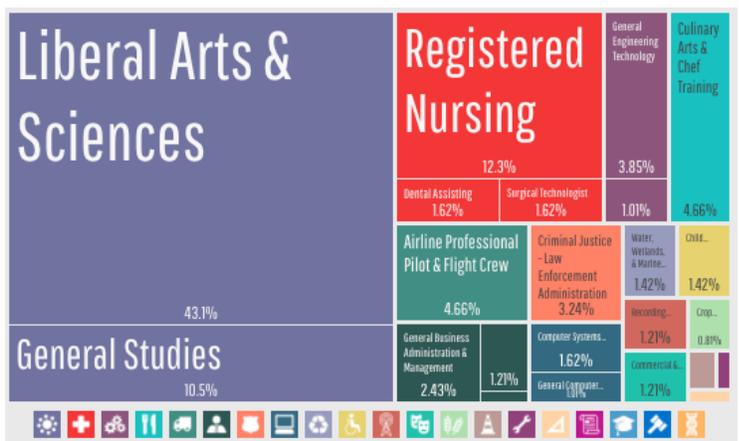


The largest industries in the Traverse City area are: Health Care & Social, Retail Trade, Accommodation and Food. The highest paying positions are found in: Public Administration (\$62,976); Agriculture, Forestry, Fishing, Hunting and Mining (\$53,304); and Professional, Scientific, and Technical Services (\$52,526).

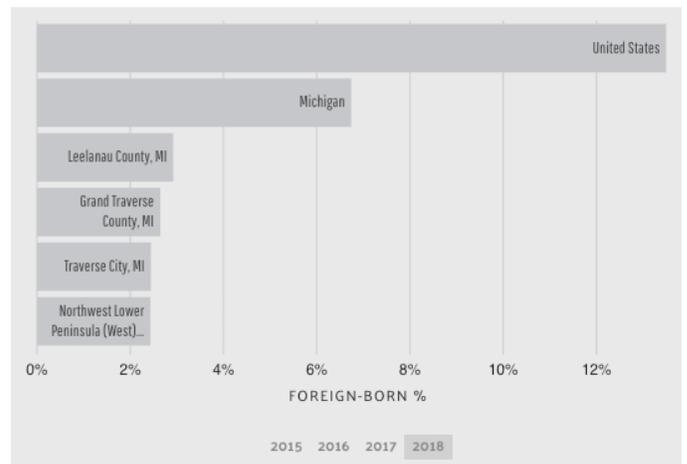
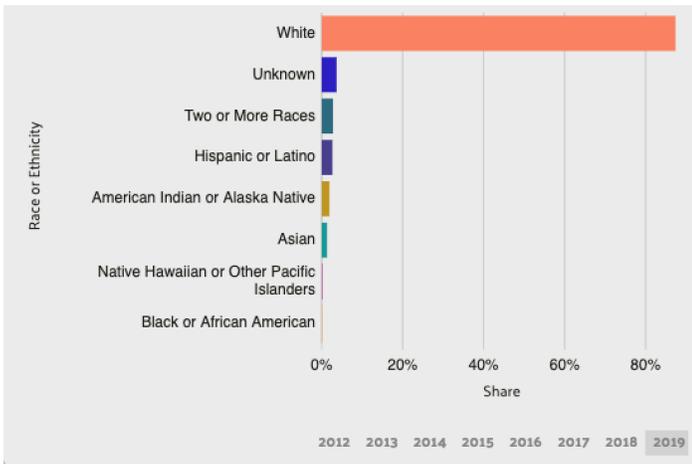
The primary public university in Traverse City is Northwestern Michigan College which is driven by the following majors:

- Liberal Arts & Sciences,
- Registered Nursing,
- Marine Science & Merchant Marine Officer.

NWMC is an affordable state university with full-time tuition currently \$7,264 per semester for in-state students [\$9,472 for out-of-state students].



Demographically, the area is predominantly Caucasian (92%), with a growing population of non-Caucasians including, but not limited to: Native Americans (2%), Latin American or Hispanic (2%) and African-Americans (2%). Curiously, the population in Michigan is nearly 98% American-born (approx. 2% foreign-born). The average nationwide is 13% foreign-born which speaks to the relative stability of the communities in and around northern Michigan. However, with the growing influx of residents from New York City, Chicago, St. Louis etc., this is beginning to change. Together, there is an eccentric quality to Traverse City that is compelling for families and retirees.



As families and individuals move /relocate to the area, these communities are increasing in number and is in keeping with the rate of the larger population’s growth. Overall, the greater TC region has seen its population increase by approximately 10% in the last decade. Future growth models indicate that this next decade will see similar, if not greater, growth.

Current projections indicate that the area’s cost of living will continue to grow at a higher rate with median income and property values also experiencing significant growth. In 2018, the median house-hold income was \$53,871, the median property value was \$240,000 and 61.7% of people owned their homes. Due to a variety of factors, namely COVID, median property values close to Traverse City have risen to north of \$300,000 (exact figures TBD). The average commute is 14 minutes.

Hopefully, this review of the demographics provides a snapshot of what it’s like to live and minister in and around Traverse City. There’s much more to learn and discover as the process proceeds.

## JOB RESPONSIBILITIES & EXPECTATIONS

Our desire is that the Executive Pastor will bring organizational alignment and ensure that the Great Commission and the Great Commandment are central to the ministry at West Side.

The Executive Pastor will help supervise the ministry staff, give attention to the administrative details of the church and aid in all relevant pastoral responsibilities as deemed necessary and/or appropriate by the Senior Pastor. The Executive Pastor will be responsible for translating the vision of West Side into plans and activities.

Areas of oversight might include: Administration, Pastoral Care, Financial Operations, Communication, Human Resources, Leadership Development etc. However, this will, in part, be dependent upon the gifting of the candidate that the Lord brings to the church and the manner in which the elders believe leadership can best partner together for the glory of God, the joy of God’s people, and the good of our neighbors.

### Core Responsibilities

- Assist the Elders and Senior Pastor in the overall shepherding and core functions of the church.

- Serve as an ex-officio member of the elder board (non-voting member) to improve partnership between staff and elders, improve communication within leadership, and model transparency and authenticity as leaders.
- Contribute to senior leadership & staff meetings (leading consistently).
- Provide oversight of all business-related aspects of the church to ensure effective operations.
  - Develop and align systems with vision.
  - Establish requisite systems and processes (“trellis work”) that will support healthy “vine” ministry.
    - Ideally these will be simple, sustainable, and scalable.
  - Direct staff in the development of budgets that will further the revised vision of the church.
- Aide in the execution of special projects, key assignments, and major campaigns as determined and directed by the elders and/or senior pastor.
- Overseeing human resources operations, and collaborating with the elder board to hire, reposition, transition, and dismiss staff as necessary.
- Oversee and manage all outsourced business relationships in conjunction with Elders and Deacons.
- Be responsible for the following processes:
  - Budgeting
  - Performance Reviews
  - Calendaring for the ministry year (central programming).
  - Review of meetings and metrics.
- Curate website, social media, and bring clarity to who we are, what we’re about, and why (for church and community).
  - Develop content; design and develop resources, train teams to expand offerings.
- Support and add to leadership development efforts and trainings across all areas of the church.

## Desired Skills

- Peacemaking / conflict resolution.
- Strong gifting in leading with strategic intent.
  - planning, execution, organization, implementation, problem-solving, team development and staff coaching.
- Ministry architecture.
- Ability to preach and teach in biblically faithful and culturally contextualized ways throughout the year for a variety of occasions and a variety of environments.
- Hospitality; ability to welcome people from all walks of life, every age, stage or background and make them feel cared for.
- Experience developing a thriving and effective missional/discipling “group” ministry model for the local church.
  - Ability to navigate from a ‘menu’ approach to a ‘map’ will be an added benefit.
- Bonus for experience in international missions.

- Leader developer / multiplier.

## CANDIDATE EXPECTATIONS

### Education

- B.A. or B.S., from fully accredited college or university; ideally in a relevant field (*i.e. Communications; Sociology; Religious Studies; Business; Counseling et. al.*)
- Masters, M.Div. or Th.M. degree from fully accredited seminary (*or M.B.A.*) preferred, but not required.
- Considerable experience in helping lead large, multi-staff teams towards accomplishing a vision in unity.
- Commitment towards continued education and personal and professional growth.

### Experience/Qualifications

- Godly character and devotion befitting an elder (1 Tim. 3:1-7; Titus 1:5-9)
- Gifting that includes leadership, administration, teaching, and hospitality.
- Proven track record in discipling others.
- Commitment to prayer and personal growth.
- Minimum of 5 years' experience in/on either:
  - a c-suite level or equivalent business role.
  - a church's senior leadership team of a growing and outward facing mid-to-large size church.
- Minimum 5 years supervisory experience leading and shepherding multi-staff team(s) with demonstrable ability to marshal people-resources towards accomplishing a church's vision with unity.
  - Experience in a mission-driven or discipling church a plus.
- Comfort and confidence leading from the "second seat" in a collaborative context.
- Passion for or exposure to "church replanting" or church revitalization work.
  - Bonus for experience in helping lead out in developing, implementing and sustaining a process for launching a church multiplication effort.

### Character

- Humility; Broken and Transparent; a Servant Leader.
- Teachable/Approachable.
- Self-aware and secure in Christ (knows strengths, weaknesses, vulnerabilities).
- Committed; able to persevere (able to self-manage, internally motivated with a strong sense of call to serve the church while having a life outside their "work" life)
- Integrity/Contentment (free from the love of money; Heb. 13:5)
- Courageous/steadfast in difficulty (not hesitant to express his concerns; perseveres in trial);
- Speaks the truth in love (Eph. 4:15). Believes the best, extends the benefit of the doubt.
- Steady temperament/Joyful

- Elder qualified character (personal and home life);
  - Life exemplified by a “portfolio of faithfulness and fruitfulness”
  - Obviously, there are other character qualities a candidate will possess but the above captures the essential traits for open position.

## COMPENSATION

**Salary:** TBD depending on a variety of factors including, but not limited to, education, experience, family size, etc.

**Benefits:** TBD.

## APPLICATION ‘NEXT STEPS’

Candidates who wish to be considered for the position, will please send their cover letter, résumé, relevant personality profiles (MBTI, Strengths Finders, Enneagram, ProScan) and video (or links to video) of recent preaching or teaching samples to: [careers@tcwsc.com](mailto:careers@tcwsc.com).

Final candidates will then be asked to complete an in-depth questionnaire designed to better get to know you, your philosophy of ministry, and biblical-theological convictions.

\*Our hope and plan is to communicate with candidates as we move through each phase of this process. Our plan is to communicate personally with the candidates as we advance from stage-to-stage and to notify candidates when we have taken the next step in the process. However, please allow time for the elders to process submissions, pray, and then follow up. Depending on the number of submissions, communication may move more slowly. Thank you for your patience and grace.