



theorchardefc.org

Executive Pastor Candidate Profile

1. A clear commitment to pursue a godly life

Candidates should:

- maintain a regular walk with God through the Word and prayer.
- have a deep love for God and His people.
- be growing in faith, hope, love, and humility.

2. A shared passion for the mission and vision of the church.

Candidates should:

- have the characteristics of God-centered, Christ-exalting and world transforming believers.
- love the gospel and have a passion to see people reached for Christ.
- be team-players ready to work harmoniously, energetically, and enthusiastically alongside the pastors and staff within The Orchard.

3. Commitment to The Orchard's ministry values.

Candidates should:

- love the Word of God and ensure that all ministry is centered around that Word.
- be wise in assessing the spiritual state of our church and in helping Campus Pastors shepherd their flock.
- bring wisdom and insight that clears a path for ministry to advance.

4. Demonstrated administrative expertise in a complex ministry or business setting

Candidates should:

- be able to align effort and resources to advance the vision and strategic priorities of the church.
- discern best practices in ministry and be able to mentor others in this regard.
- display precision in speech and self-control in conduct.
- be able to lead meetings, complete assignments, and manage work in a timely manner.

5. A proven record of effective leadership and management.

Candidates should:

- be able to show how their leadership and managerial skills have been used in a church, non-profit or business setting.
- be able to connect and communicate with the Campus Pastors, Board, and other staff.
- be able to support and resource the Campus Pastors and other staff to fulfill the objectives of their ministries.
- be ready to graciously engage in hard conversations when needed.

6. A compatible/collaborative work ethic.

Candidates should:

- carry out their work in a disciplined way without needing close supervision.
- seek and value the opinions of others and be cooperative in dealing with their staff and colleagues.
- listen well and care deeply about the people they serve.
- manage their time and model a healthy work ethic.

7. Commitment to the theological breadth and depth of the EFCA's Statement of Faith.

Candidates should:

- be comfortable with the position of the church in its robust commitment to the essentials of the gospel and its charitable attitude toward those who disagree on secondary issues.
- not crusade for secondary issues, but should be winsome and conciliatory in their approach, allowing for freedom of conscience on non-essential theological issues.
- keep a sense of proportion and allow for liberty of conscience where differing opinions are held.

8. Education and Experience

Candidates should:

- have at least 7 years of leadership experience in a church, non-profit or corporate setting.
- Capital project leadership or ministry fundraising experience is desirable.
- Bachelor's level degree in ministry, business or related field required. Masters level education in ministry or business a plus.

To apply for this position call Beth Acosta, Director of Human Resources, 224-764-4082, or send your cover letter and resume to hr@theorchardefc.org