



**Lead Pastor Opportunity Profile
Westfield Evangelical Free Church
Westfield, Massachusetts**

October 2020

Westfield Evangelical Free Church (westfieldefc.com) is ready to call a gifted and energized Lead Pastor to love them and lead them as they build on a solid foundation toward the future. Filled with expectant hope, Westfield Evangelical Free Church is looking to move forward to reach their community and beyond with the life-changing Gospel of Jesus.



Overview

After nearly 40 years of faithful ministry, Pastor David Young is retiring as Lead Pastor of Westfield Evangelical Free Church (WEFC). His retirement creates a wonderful opportunity for an experienced pastor to step into a healthy, vibrant ministry and build on a positive legacy.

The transition of a well-loved leader is never easy, but there is a sense from almost everyone, including Pastor Young, that the time is right. As they look to the future, WEFC hopes to call a new Lead Pastor who will pick up where Pastor Young left off; energizing the base, building it up, and lovingly guiding it into the future. With the right leader in place, this healthy, vibrant faith community is ready to do even more for the Kingdom.

The Opportunity

The state of ministry at WEFC is strong, yet there is much potential to be realized. The people are undoubtedly the church's greatest asset. Their health and vitality was affirmed through a congregational health assessment conducted in April 2019. The results confirmed WEFC is in a healthy posture called "transformation," which indicates high levels of engagement and fulfillment among congregants. In order to stay healthy, transformational churches must challenge themselves to innovate. They must take strategic risks to optimize and build up the ministry, and further elevate the good things that are happening there.

Pastor Young is beloved by this congregation. They love his biblically focused, Scripture-based teaching. They love how he has been a consistent voice guiding them diplomatically through various social and cultural issues from a biblical perspective. He has taught faithfully from God's Word, encouraging individuals to develop their own perspectives in the context of biblical truth. In many ways, Pastor Young has been an anchor for this faith community. He has been a solid, steady presence they have trusted in good times and hard times.

As the mantle of leadership passes to a new pastor, WEFC is looking for the right individual to build on the good foundation that he laid, while assessing infrastructure and maximizing potential to guide the church to the next level. Even though it is hard to say good-bye to a beloved founding pastor, the church can see God's grace in a wonderful 40-year legacy. As expected, they are a bit nervous, but also expectant the Lord will provide the right successor who will lead the church with care, unity and momentum.

Preaching and facilitating spiritual growth in others is a primary focus of the Lead Pastor role. As a multi-generational congregation, the ideal Lead Pastor will be a strong communicator who preaches Biblical truth with integrity and excellence, motivating and inspiring people of all ages to live what they learn in daily life. With a preaching style that is expository and text-based, the Lead Pastor will connect easily with people, presenting the deep truths of Scripture in a way that is easily understood. WEFC will appreciate a Lead Pastor who can help them remain rooted in the truth and application of God's Word, while challenging them to reach toward what God will do next.

WEFC is ready for a refreshed vision and plan to achieve it. The incoming pastor will have an opportunity to work with church leaders to craft the right strategy for the future, and then to equip, develop and empower the staff to bring it to life with the people. Staff look forward to a Lead Pastor who will guide them in advanced planning; challenging and stretching them to set, measure and achieve annual goals and objectives. As he works with the staff, implementing regular rhythms of team prayer, planning, evaluation, and celebration will improve collaboration and give everyone a morale boost. People anticipate the new pastor will lead the team well, investing in them and coaching them to further develop and synchronize the ministries within the church.

Prior Lead Pastor experience will help WEFC's new Pastor build trust and confidence with this congregation. At its core, this church values relationships. As WEFC is already in a positive place, the church does not need a "change agent" to come in and make broad sweeping changes. Rather, they will welcome a Lead Pastor who is a patient and caring innovator; one who creatively advances and nuances the good things already present in the church so they are connected to the past but relevant in the future. The incoming Lead Pastor will enjoy pastoring people, and getting to know them personally and spiritually. He will move at the "speed of trust," taking time to build relationships with congregants and staff before taking next steps. He will take time to socialize ideas, gather feedback and input, and build future plans on the foundation of clear, biblical rationale.

Numerous ministries are thriving at WEFC. Both Men's and Women's Ministries are a strength. In 2014, Pastor Young sent out letters to men in the church inviting them to go through a discipleship-focused Bible study with him. The focus on spiritual authenticity seems to have unlocked something for many men, and has had a huge impact on the overall atmosphere of transparency at Westfield. Men have been inspired to "get real" with one another. Many more men have gone through the study in the years since, so there is now a core group of men sold out to discipleship, Bible study, and biblical leadership in the church and in their homes. Similarly, a vibrant Women's Ministry has been a mainstay of the church for years. Weekly Bible studies are well attended, encouraging and meaningful. While there is an opportunity to maximize connections with younger and working women, the ministry has a great reputation in the area, welcoming around 600 women to an annual Bloom Conference hosted at the church.

Children's ministries have historically been strong as well, but as the congregation has aged there seems to have been some drop off in numbers and vibrancy. There is an opportunity to reinvest in the next generation by refreshing ministries that draw and serve youth, young families and parents. There is also a gap in the young adult demographic. With a university in town, there is an opportunity for WEFC to make inroads with the college community.

Worship services are contemporary, genuine and heart-felt, albeit not cutting edge. To the people who call WEFC their church home, the worship feels authentic and meaningful, and they love it. Because of their sincere love for what it means to them, it may be more difficult for some to comprehend how it may feel to the newcomer or young adults; some wonder if it might require some stylistic adaptations, particularly in worship to draw these demographics. The incoming pastor will be challenged to discover ways to connect with the younger demographic while not making significant changes to an experience that is well loved by current attenders.

Both local outreach and international missions are clear values for WEFC. Several years ago, WEFC spun off a church plant in a neighboring community, sending several families to join their former youth pastor in that missional work. Also, they have shared the church facility with immigrant groups from Nepal and Russia for their church services and other events. Over the years, many congregants have participated in mission trips abroad. During this season of COVID-19, the congregation has refocused on creative and meaningful ways to be the hands and feet of Jesus to their local community. While positive bridge-building has been accomplished, much of the local outreach has been based on providing resources or meeting physical needs. The incoming pastor will have an opportunity to infuse an evangelistic bent to these efforts, equipping Westfield attenders to actively share their faith so practical outreach is coupled with a winsome spiritual introduction to Jesus, the One who wants to meet their every need. As the face of WEFC in the community, the Lead Pastor will have multiple opportunities to represent the church in the community, modeling the integration of pastoral care, evangelism and service.

The potential for growth is strong, so WEFC will benefit from a Lead Pastor who values organizational systems and structures that will help everyone understand discipleship pathways as well as clear onramps to engage meaningfully in the life of the church. This congregation desires to be equipped, mobilized and supported as they mature as disciples. An experienced disciple-maker who can recognize and deploy the potential of others, and model effective, reproducing discipleship will help everyone take their next steps to be all that God intends them to be.

The Candidate

WEFC desires to call an experienced, devoted and faithful pastor/shepherd who clearly loves God, and understands that ministry is about helping people to know and love Jesus. The right pastor will be a humble yet confident leader who is secure in his identity in Christ. Authentic and appropriately transparent about life's challenges, this pastor will deliver inspiring messages that are engaging, thought-provoking and anchored in the biblical text. Theologically trained and well-grounded in biblical knowledge

and prayer, the ideal pastor will model consistency of character, both in and out of the pulpit, that is shaped by biblical mandates for Gospel-centered living.

The right pastor for WEFC will be a collaborator, motivated to work with the other good leaders to develop a vibrant, compelling vision for the next season of ministry. He will enter into the community of the church as a learner; taking initiative to get to know people, listening to their stories, asking questions and taking time to understand the history, needs and opportunities before proposing fresh ideas. The ideal candidate will want to know people and be known by them. He will welcome input and invite feedback beforehand so people feel “bought in” as new initiatives take shape. When the time is right, this pastor will articulate an inspiring and compelling vision for the future that motivates people to engage and help bring it to life.

With so much potential on the horizon, both staff and congregants are eager to welcome a Lead Pastor who will recognize and develop the gifts and strengths of people; calling them out, empowering their development and encouraging them to invest in meaningful ways. This pastor will have an opportunity to ensure the pastors and ministry staff are effectively managed; equipping and deploying the talents of the team. As ministry passions come to life, the ideal pastor will foster a church environment that encourages innovation, creativity, and alignment with the vision and plan. As an experienced team leader, the right candidate will have experience mentoring, coaching, discipling and developing the leaders around him.

WEFC is ready for a Lead Pastor who understands and values organizational clarity, clear communication about expectations, and advanced planning with a team. With a talented team in place, this pastor will bring fresh eyes to assess the current state of the ministry and gain a balanced understanding of WEFC’s current programs and potential. He will practice advanced and strategic planning so that everyone is on the same page; working together to implement the vision and effectively follow through. When changes are needed, this leader will take time to listen, learn, and respond to input, remaining empathetic to differing opinions but steadfast in prayerful decision-making. He will guide the church to develop regular rhythms of evaluation to ensure wise stewardship of human and financial resources.

Relationally warm and friendly, the next pastor for WEFC will love the local church and desire to see it healthy and strong. He will see outreach as a key aspect of discipleship and will continually encourage people to extend the work of the church into the local community and around the world. The ideal candidate will have a positive, winsome personality and sense of humor that inspires others to want to get to know him and the church. As this kind of Lead Pastor accepts the baton of leadership from Pastor Young, we trust the best days for WEFC are yet to come!

The Details

When he first planted the church in February of 1981, Pastor Young thought he might stay three years or so. Now, nearly 40 years later, the church has grown from six people meeting in a home, to a multi-generational congregation of around 500 attenders, which is a sizeable by New England standards. Known as the “big church on Southwick Road,” Westfield has an annual budget of \$1M. By God’s grace they recently paid off their 20-year mortgage in 14 years. The worship center can seat 625, and expansion plans have been discussed for a Community Life Center addition down the road. Westfield has a rich history as a solid evangelical church in a region where Catholic traditions are strong. As a whole, Westfield is in a healthy, transformational posture with attenders reflecting a strong force of engagement and contentment.

The Lead Pastor works with a staff of five that includes three other pastors (Worship & Music, Church Life and Next Gen), a part-time Children’s Coordinator and church secretary. The team enjoys great relationships with one another and with the congregation. They carry a deep respect and deference for

Pastor Young, and they care deeply about the ministry. They want Pastor Young's legacy to continue, and look forward to increased opportunities for collaboration and teamwork to make it happen.

The church is led by a team of Elders. All pastors serve as voting Elders and have input into decisions and direction. Consensus is encouraged. As such, the incoming Lead Pastor must be someone who leads well in a shared leadership structure and does not require positional authority to get things done. In other words, he cannot feel threatened by the input and perspective of other good leaders.

Westfield, Massachusetts is a picturesque New England town of about 40,000 residents, conveniently located in the Pioneer Valley just west of Springfield, about 40 miles north of Hartford, Connecticut near the Massachusetts/Connecticut state line. First settled in 1660, Westfield is filled with history and charm. The city enjoys a vibrant business community, with local and global businesses contributing to the character and vitality of the area. The town is also home to Westfield State University (5,500 students). Historically, student participation at the church has been low, but the opportunity to engage this population will not be lost on the next Lead Pastor. With easy access to highways, hospitals, and schools—as well as close proximity to airports, mountains and the coast—Westfield is an ideal place to live, work and play.

Preferred Candidate Qualifications

- Talent and passion for biblical teaching and communication, with a preference for an expository, text-based approach to sermons that include a focus on practical application.
- A theological Master's Degree or higher.
- Theological agreement and support for the EFCA statement of faith (found at www.efca.org).
- Willingness to be credentialed and/or ordained in the Evangelical Free Church of America.
- No less than five years of full-time Lead Pastor or Campus Pastor ministry experience in a multi-staff setting with regular preaching opportunities and oversight of paid staff and volunteers.

Inquiry Process

If after reading this description you have some interest in the Lead Pastor role at Westfield Evangelical Free 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 doc format only)
2. Three **links to video or audio recordings** of you teaching/preaching
3. Previous **results of any personal assessments** you have taken in the past three years (i.e.: StrengthsFinder, DiSC, Myers-Briggs, Enneagram, etc.)
4. **Five references**, including: at least one supervisor or overseer (could be a board member or staff supervisor), at least two staff associates or peers, with at least one from someone you have supervised, and one personal. **NOTE:** *These references will be contacted later in the process and only with your prior approval.*
5. **Written responses to the following questions (in Word doc format only).** We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
 1. Describe your call to ministry and faith in Jesus Christ. Tell us how you came to personal faith and something about your journey in ministry that prepares you for this role.

2. What is it about the Lead Pastor opportunity at WEFC that attracts you to this position?
3. Share a ministry experience that refined you through failure and a ministry experience that refined you through success.
4. What are two or three of your core strengths? What are the biggest misconceptions that people have about you? How have you learned to manage your strengths when working with others?
5. What are the key factors you need present in your ministry environment in order to be optimized?

Please submit your information to:

Kara Bubar
NL Moore & Associates
kara@nlmoore.com
865.200.7983