



# REGIONAL PRESIDENT

## OPPORTUNITY PROFILE





## BETTER TOGETHER

Hello Leaders,

Ready for your opportunity? Converge North Central is a network of churches across Minnesota and Iowa with more than 150 years of history—and we're looking for a new leader.

**We are searching for a dynamic, Christ-centered leader to serve as our regional president**, someone who embodies the strength, vision, and faithfulness of Nehemiah. If you are passionate about seeing churches flourish, pastors equipped, and the kingdom advanced, we invite you to prayerfully consider this role.

Imagine leading a movement of churches, pastors, and leaders who are committed to multiplying disciples, planting churches, and seeing lives transformed by the gospel. Imagine stepping into a role where you are not just an executive leader, but a shepherd, mobilizer, and visionary. Imagine equipping churches to thrive and making an eternal impact.

**This isn't just a job—it's a calling.** When Nehemiah rebuilt Jerusalem, he had to rally teams, overcome opposition, and advance God's mission. Likewise, this role requires a bold, faithful leader who will mobilize churches, equip pastors, and lead with unwavering trust in God.

We're praying for the right person in this moment. If you're ready to step into a high-impact, kingdom-focused leadership role, we'd love to connect with you. Thanks for your consideration.

In Christ,

**CHAD ANDERSON**

Converge North Central Board Chair  
Executive Pastor of Wooddale Worldwide

ABOUT

# CONVERGE NORTH CENTRAL



## CORE VALUES

- Gospel Centered
- Cooperative Engagement
- Wise Counsel
- Humble Servanthood
- Bold Generosity
- Irenic and Pietistic Heritage
- Biblically Based

**Converge North Central (CNC)** is a regional denomination serving more than 200 churches in Minnesota and Iowa. We partner with influential leaders to help their churches move forward. The reality is we can go farther and be better when we work together. So we partner to build healthy leaders and congregations so they can more effectively share the gospel.

Whether it's getting started or facing a transition, dealing with an unexpected crisis or getting ready for the next step, we've got a wealth of resources and a network of connections to help pastors and churches be better.

By bringing all the ideas and expertise to the table, we can help churches go farther. Let's get together and see how we can expand God's kingdom.

## WHAT WE DO

We start and strengthen churches. That work has expanded to support global missions, leadership development, and financial planning.

## ABOUT

# WHAT DOES CNC DO?

## KEY PARTNERSHIPS

- Bethel University
- Converge International Ministries
- Converge National
- Eagle Brook Association
- Timothy Initiative
- Wesleyan Investment Fund



## WHAT CNC ACTUALLY DOES

Yes, we start and strengthen churches. But what does that look like?

### 01 — REGIONAL TEAM NETWORK

We connect like-minded, geographically centered pastors for encouragement and mutual support.

### 02 — FIRST RESPONDERS

We are the first call for churches with unexpected emergencies, including sticky staff situations, budget emergencies, thorny theological issues, and more.

### 03 — CHURCH PLANTING

More than funding, we offer coaching and assessment for church planting with a growing pipeline of planters.

### 04 — CAMP MINISTRY

Every week we see students make first-time decisions to follow Jesus at Trout Lake Camps.

### 05 — FINANCIAL STEWARDSHIP

We help church members with estate planning and pastors with retirement, bringing financial health and stability.

### 06 — BASICS

Whether it's the paperwork for a church's 501c3 tax exempt status or helping a board with a leadership transition, we are there for local churches in the daily struggles.

# C N C B Y T H E N U M B E R S

205

TOTAL CHURCHES WITHIN  
OUR MOVEMENT

48

FULL-TIME EMPLOYEES  
OF CNC

\$7 MILLION

ANNUAL BUDGET

1858

YEAR OF FORMATION

92%

CHURCH PLANTING  
SUCCESS RATE

37

ETHNIC CHURCHES  
WITHIN CNC

CHURCH CONGREGATION SIZE RANGE

UNDER 50 — 20K+

## ATTRIBUTES

# WHO SHOULD APPLY?

### WHO SHOULD APPLY

We're looking for someone who embodies the strength, vision, and faithfulness of Nehemiah as our next regional president.

Nehemiah exemplifies the relationally driven, values-centered, and team-oriented leadership required for the regional president role. He led with integrity, trust, and a deep commitment to God's mission, mobilizing people toward a shared vision while ensuring organizational and spiritual strength.

### KEY ATTRIBUTES OF A NEHEMIAH LEADERSHIP STYLE

#### 01 — CREATES A HEALTHY CULTURE OF TRUST & INTEGRITY

- a. Establishes strong moral and ethical foundations.
- b. Fosters honesty, accountability, and a safe space for leadership growth.

#### 02 — BUILDS AND SUSTAINS STRONG, COLLABORATIVE TEAMS

- a. Empowers rather than micromanages, leading to high morale and engagement.
- b. Keeps teams united around a shared mission.

#### 03 — INSPIRES AND MOBILIZES OTHERS TOWARD A CLEAR VISION

- a. Effectively casts vision and moves people to action.
- b. Uses relational influence to rally diverse groups around common goals.

#### 04 — ENSURES MISSION-DRIVEN GROWTH WITHOUT COMPROMISING VALUES

- a. Prioritizes faithfulness over quick success, ensuring ministry growth remains God-aligned.
- b. Maintains wisdom and discernment in decision-making.

#### 05 — LEADS WITH A SERVANT'S HEART

- a. Models humility and a commitment to serving others.
- b. Strengthens spiritual formation within the team, ensuring a biblical foundation.

## ABOUT THE JOB

# REGIONAL PRESIDENT

### KEY GIFTS

- Leadership
- Shepherding
- Administration
- Evangelism
- Discernment
- Faith
- Perseverance

### ABOUT THE POSITION

The regional president provides spiritual, strategic, and executive leadership to a network of more than 200 churches in Minnesota and Iowa.

### WHAT YOU'LL DO

Advance the mission of church planting, strengthening, and mobilization by building strong relationships, leading a high-functioning team, and securing financial resources for sustained impact.

### WHO WE'RE LOOKING FOR

A leader who is spiritually mature, missionally aligned, and servant-hearted, with strong fundraising abilities, executive acumen, and a commitment to Converge's mission and theological distinctives.

### QUALIFICATIONS

- › **Personal:** Committed to biblical integrity, servant leadership, and spiritual growth.
- › **Leadership:** Strong strategic and operational leadership skills, with the ability to cast vision and execute strategy. Can build and lead high-performing teams.
- › **Communication:** Able to communicate effectively, including preaching, public speaking, and donor engagement.
- › **Fundraising:** Proven fundraising ability, with experience cultivating donor relationships, securing major gifts, and completing successful capital campaigns.
- › **Theological:** At least 10 years of experience in executive ministry leadership or senior pastoral leadership (preferably within a Converge church). Deep curiosity and understanding of Converge's mission and theological heritage.





“Bethel University and Converge North Central have a unique partnership within the evangelical community in the Midwest. This is an incredible opportunity for a strategic leader to strengthen our connection and leverage this opportunity for the benefit the local churches in this region.”

**ROSS ALLEN**, PRESIDENT OF BETHEL UNIVERSITY



# ROLES & RESPONSIBILITIES

## VISIONARY & EXECUTIVE LEADERSHIP (25%)

- › Champion and refine the mission of CNC, equipping churches and pastors to thrive.
- › Lead with spiritual vibrancy, ensuring the work is fueled by prayer, wisdom, and mission alignment.
- › Represent CNC within Converge National and the broader evangelical community.
- › Develop strategies to attract and engage non-affiliated churches into the CNC movement.
- › Partner with the board to guide CNC's future and strategic priorities.

## FUNDRAISING, FINANCIAL OVERSIGHT & DONOR DEVELOPMENT (25%)

- › Inspire generosity—developing donor relationships, leading capital campaigns, and securing financial resources for the mission.
- › Cast a compelling vision to major donors, churches, and foundations.
- › Ensure faithful stewardship of CNC's financial resources and long-term sustainability.
- › Develop additional revenue streams, including strategic partnerships, revolving loan funds, and financial management services.

## CHURCH STARTING & MULTIPLICATION (15%)

- › Strengthen and expand church planting efforts throughout CNC.
- › Build relationships with key leaders in Minnesota and Iowa to drive the movement forward.
- › Equip and fund non-Anglo and cross-cultural church planting efforts.
- › Oversee the development of church planting teams and implement movement strategies.

## CHURCH STRENGTHENING & LEADERSHIP DEVELOPMENT (15%)

- › Provide coaching, resources, and renewal strategies for established churches and pastors.
- › Create pastoral training, mentoring networks, and spiritual renewal opportunities.
- › Equip churches with discipleship systems and transformational leadership processes.
- › Develop regional gatherings of pastors for support and encouragement.

## CHURCH SENDING & MISSIONS STRATEGY (10%)

- › Implement an Acts 1:8 global impact strategy, equipping CNC churches for local and global mission.
- › Strengthen partnerships with Converge International Missions.
- › Guide churches in raising up missionaries and engaging the unreached.

## CAMP MINISTRIES & STRATEGIC MINISTRY PARTNERSHIPS (5%)

- › Oversee strategic planning for CNC-affiliated camps.
- › Work with camp leadership to raise financial support and recruit future ministry leaders.
- › Facilitate strong relationships between CNC churches and camp ministries.

## BOARD ENGAGEMENT & GOVERNANCE (5%)

- › Serve as the primary liaison to the board, ensuring strategic alignment.
- › Provide regular updates and reports on CNC's progress, challenges, and opportunities.
- › Work collaboratively with the board to define policies and strategic priorities.
- › Ensure governance best practices are implemented, fostering transparency and accountability.
- › Facilitate strong communication between CNC leadership and the board, equipping board members to serve as ambassadors for CNC's mission.



# SIGNIFICANT LEADERSHIP OPPORTUNITIES

## IMAGINE THE OPPORTUNITIES

At Converge North Central, we have exciting and unique programs that can make a significant impact. Here are just a few examples:

### REGIONAL LEADERSHIP NETWORK

We've developed a network to connect every pastor with a regional leader to offer encouragement and a lifeline. It's personal and local help for any challenge a pastor may face. The network more closely connects CNC with our churches and pastors.

### MINISTRY DEVELOPMENT AT TROUT LAKE CAMPS

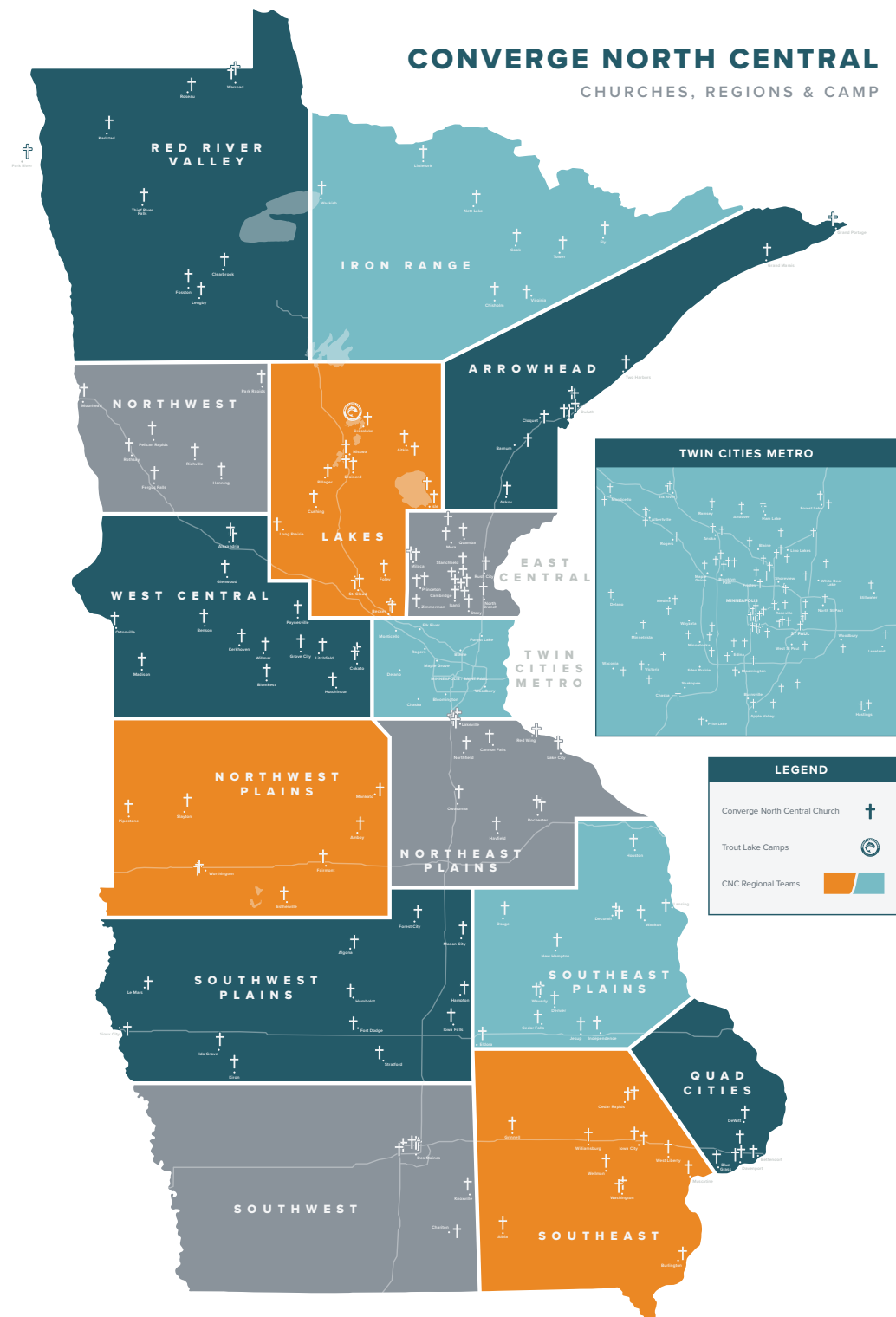
More than offering top quality ministry for children and youth, Trout Lake Camps serves as a ministry development program and leadership training pipeline for students. We see kids and teens committing to full-time ministry at camp, and then we offer a path of service through high school, college, and beyond.

### FINANCIAL STEWARDSHIP

In the past few years, we've received more than \$2.5 million in grants from the Lilly Endowment. We've used this funding to launch programs to help church members with estate planning and help pastors plan for retirement. We've seen \$37 million of new, documented, future giving for charities with over \$10 million going to the local church.

"I deeply appreciate this role because God uses you to come alongside local pastors and help them become even more effective in local church leadership. This leads to more people hearing the gospel and following Jesus—there is nothing better than that."

**DANNY PARMELEE,**  
REGIONAL PRESIDENT FOR CONVERGE  
MIDAMERICA, SOUTHEAST & CARIBBEAN







## NEXT STEPS

### READY TO APPLY?

This is a people-first, mission-driven leader who prioritizes trust, relational influence, and team development over technical expertise or high-level business strategy. Their leadership is defined by character, inspiration, and their ability to mobilize and empower others to advance the mission of Converge North Central.

If you sense the Spirit's nudge, we encourage you to pray, seek God's guidance and if prompted, take the next step by applying.

### TO APPLY

- 1) Review the information in this opportunity profile.
- 2) Submit your cover letter and resume to [search@ConvergeNorthCentral.org](mailto:search@ConvergeNorthCentral.org) by early June.
- 3) You will receive a confirmation once your materials have been received with potential next steps.

Questions may be directed to [search@ConvergeNorthCentral.org](mailto:search@ConvergeNorthCentral.org).

"Leadership at the regional president level is an amazing opportunity to influence hundreds of Christ-following pastors to be even more strategic in starting and strengthening churches. It is a kingdom advancing role which is the heartbeat of Converge."

**DARRYN SCHESKE,**  
CONVERGE NATIONAL BOARD CHAIR

# AFFIRMATION OF FAITH

Baptists have held that the Old and New Testaments are the inspired record of God's revelation and thus are the final authority for faith and life. Therefore, we believe that manmade creeds and confessions should not be held as final expressions of faith. In light of this, we set forth the following, "Affirmation of Faith," as a contemporary expression of beliefs held by churches of Converge North Central.

<b>The Word of God</b>	We believe that the Bible is the Word of God, fully inspired and without error in the original manuscripts; that it was written under the inspiration of the Holy Spirit; and that it has supreme authority in all matters of faith and conduct.
<b>The Trinity</b>	We believe that there is one living and true God, eternally existing in three persons; that these are equal in every divine perfection; and that they execute distinct but harmonious offices in the work of creation, providence and redemption.
<b>God, the Father</b>	We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power, and love. We believe that He concerns Himself mercifully in the affairs of people, that He hears and answers prayer, and that He saves from sin and death all who come to Him through Jesus Christ.
<b>Jesus Christ</b>	We believe in Jesus Christ, God's only begotten Son, conceived by the Holy Spirit. We believe in His virgin birth, sinless life, miracles, and teachings. We believe in His substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people, and personal, visible return to earth.
<b>The Holy Spirit</b>	We believe in the Holy Spirit who came forth from the Father and Son to convict the world of sin, righteousness, and judgment, and regenerate, sanctify, and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher, and guide.
<b>Regeneration</b>	We believe that all people are sinners by nature and by choice and are therefore under condemnation. We believe that those who repent of their sins and trust in Jesus Christ as Savior are regenerated by the Holy Spirit.
<b>The Church</b>	We believe in the universal Church, a living, spiritual body of which Christ is the head and all regenerated persons are members. We believe in the local church, consisting of a company of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, work and fellowship. We believe that God has laid upon the members of the local church the primary task of giving the Gospel of Jesus Christ to a lost world.
<b>Christian Conduct</b>	We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.
<b>The Ordinances</b>	We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe that Christian baptism is the immersion of a believer in water into the name of the triune God. We believe that the Lord's Supper was instituted by Christ for commemoration of His death. We believe that these two ordinances should be observed and administered until the return of the Lord Jesus Christ.
<b>Religious Liberty</b>	We believe that every human being has direct relations with God and is responsible to God alone in all matters of faith; that each church is independent and must be free from interference by any ecclesiastical or political authority; and that therefore Church and State must be kept separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.
<b>Church Cooperation</b>	We believe that local churches can best promote the cause of Jesus Christ by cooperating with each other in denominational organizations. Such an organization, whether a regional or district conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with interdenominational fellowships on a voluntary, independent basis.
<b>The Last Things</b>	We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.
<b>Christian Marriage</b>	We believe that Christian marriage is a sacred institution ordained by God for the well-being and propagation of humankind. It is a covenant representing the spiritual and physical union into which one man and one woman may enter for the glory of God, symbolizing the relationship of Christ to his church. As the sign of this covenant, sexual activity is reserved exclusively for the marriage relationship. According to the scriptural ideal, marriage requires sacrificial love and faithfulness to each other for life.
<b>Humanity</b>	We believe God created humankind immutably as male and female to reflect and bear His image. As such, human beings of every ethnicity, age, ability, as well as the pre-born, deserve dignity, protection, honor, respect, and Christian love. Because of Adam and Eve's free choice to sin, God's image in all humankind has become distorted and relationship with God has become disrupted.

