

## **Converge North Central – District Executive Minister Position Description**

The Executive Minister of Converge North Central District will effectively communicate a compelling District-wide vision to start and strengthen churches (regionally and globally) so as to help more people meet, know, and follow Jesus.

**Reports To:** Converge North Central Board of Stewards

**Supervises:** Converge North Central Staff

### **Executive Summary:**

The CNC leader must be a person who demonstrates their love for Jesus and meets the Biblical qualifications for leadership. This leader will have high integrity, an evangelistic posture, and a relational shepherd's heart yet also demonstrate the ability to lead high-capacity leaders, speaking clearly into small and large church settings. This leader must strategically systematize and maximize CNC resources for gospel and Kingdom-building purposes. This leader will effectively connect with the wide variety of leaders across CNC, proactively adding value to church leaders in rural, urban, suburban, multi-cultural, multi-site, mega, medium, small and solo church settings and must inspire and train them to invest leadership and financial resources in the greater CNC vision.

This leader will assess issues from a theological and Christ-centered perspective and train others to do so, while also maintaining an action orientation with the skill to oversee implementation and evaluate results. This leader needs to be a Player-Coach practitioner who actively engages in the ministry of serving leaders, starting new congregations, and strengthening existing churches within CNC. Additionally, the leader must manage and mobilize the CNC staff to accomplish their responsibilities and raise up their teams. This leader must have an awareness of diverse and changing cultural realities and the implications of these realities along with the cultural competencies to address them. This leader will strive to help CNC become a truly multi-cultural movement of churches. This leader must prioritize the advance of the mission in the CNC region while making significant contributions through involvement at Bethel University and in the partnerships with the other Converge districts and National Office to the national vision.

**Responsibilities:** The District Executive Minister responsibilities include, but are not limited to, the following strategic areas.

1. **Vision Leadership and Strategic Planning:** Communicate a compelling vision, galvanize the team, and design the path to the future.
  - a. Develop an effective communication strategy for the vision of CNC which helps create buy-in with churches and their leaders.
  - b. Recruit and train teams to carry out the strategic plans of the CNC vision.
  - c. Attract non-affiliated churches to the CNC vision, and take them through an affiliation process to join the movement.
  - d. Collaborate with and develop the CNC Board of Stewards which will provide oversight of the CNC strategy.
  - e. Regularly meet with the CNC Board of Stewards and keep them informed about the status of each area listed among these responsibilities.
2. **Church Starting:** Implement a church planting strategy to expand the Kingdom and lead more people to meet, know, and follow Jesus.
  - a. Develop strategic collaborative relationships with key leaders in Minnesota and Iowa to further the church planting movement.
  - b. Meet regularly with the movement leaders to strategize and implement church planting systems.
  - c. Identify and develop specialized teams needed for potential church planting movements.
  - d. Invest time and resource development into funding the church planting movement.
  - e. Develop strategies to help plant non-Anglo churches with a cross-cultural mindset.
3. **Church Strengthening:** Implement a church strengthening strategy to provide guidance and support for existing pastors in established churches so they reproduce disciples, leaders, and congregations.
  - a. Develop strategic relationships with pastors in healthy churches through coaching and mentoring to help maximize movement influence.
  - b. Create and develop systems of training or support which help cultivate renewal and spiritual vitality with pastors and their boards.
  - c. Create and develop systems which equip churches to build transformational discipling processes.
  - d. Develop local gatherings of Pastors which encourage and equip them to advance the mission of Converge.
  - e. Create systems which cultivate spiritual renewal and spiritual vitality among Pastors which will impact their local congregations.

- f. Develop strategies to strengthen cultural understandings and competencies among church leaders to create relationship and partnership with a focus on becoming a truly multi-cultural movement of churches.
4. **Church Sending:** Implement a strategy to help churches effectively have a global impact through raising up missionaries, identifying mission partners and reaching the unreached of the world.
    - a. Develop an Acts 1:8 Strategy in CNC churches (locally, regionally, regional cross-culturally and globally).
    - b. Work with CNC churches in the sending and supporting of missionaries.
    - c. Work with missions' teams to develop strategies and strategic partners.
    - d. Collaborate with Converge International Missions and leadership.
  5. **Camp Ministries:** Provide strategic support and alignment for CNC camp ministry.
    - a. Oversee strategic planning for CNC camps in partnership with Executive Director of Camping.
    - b. Partner with Executive Director of Camping in raising financial support, promotion and recruiting.
    - c. Collaborate with Executive Director of Camping to develop a ministry leadership pathway and create networking opportunities for camp staff within CNC Churches.
    - d. Ensure that there is regular communication and connection between Camps and CNC Churches.
  6. **Staff Development and Administration:** Provide oversight for all of the organizational aspects of the CNC District Office staff, and key volunteer leaders.
    - a. Recruit and train staff members to effectively implement the strategic vision of CNC.
    - b. Provide oversight and leadership for CNC communications, data systems, and resource management.
    - c. Create and maintain a system of regular coaching, accountability and performance reviews for CNC Staff.
    - d. Develop systems to maintain accurate information with churches, their staff, and key leaders.
  7. **Fundraising and Financial Management:** Provide leadership and develop systems and relationships which will provide adequate funding for the CNC vision, and manage those resources effectively.
    - a. Develop a method of tracking church giving to CNC and create new pathways to increase key donor support.
    - b. Develop a process for finding, nurturing and asking individuals to financially invest in the ministries of CNC.
    - c. Develop and implement the necessary financial systems to safeguard the finances and assets of CNC.

- d. Provide leadership to regional boards of all CNC's regional ministry partners (Trout Lake Camp, Pine Lake Camp, Bethel University, etc.).
  - e. Develop alternate revenue streams in addition to church giving including but not limited to Revolving Loan Funds, Payroll Services, Strategic Partnerships, etc.
8. **Converge Partner:** Cultivate partnership with the other Converge Districts, the National Office of Converge and Bethel University so as to accomplish both the CNC and National vision.
- a. Each individual District exists as a part of a team of Districts across Converge—ten in all. Wherever possible consistent branding strategies to start, strengthen, and send churches within the movement of churches called Converge.
  - b. Cultivate District to District team partnerships by meeting routinely with the other Executive Ministers for the purposes of sharing best practices, encouragement, and strategic coordination in order to serve churches more effectively. Executive Ministers meet 3 to 5 times per year currently.
  - c. Cultivate District-to-National team partnerships by meeting routinely with National staff and collaborating for strategic accomplishment in order to serve churches more effectively. This includes providing individuals to represent CNC on the Converge Board of Overseers as well as meeting with the Converge Leadership Team (Districts, National, and Bethel).
  - d. Cultivate partnerships, including a focused effort with Bethel University, along with other organizations which may help advance the vision of the District in starting, strengthening, and sending churches.

**Minimum Qualifications and Experience:**

- Strong Biblical and theological knowledge
- Meet the Biblical qualifications outlined in 1 Timothy 3
- Is seen as a leader of leaders: Leaders follow them
- Has successfully led organizations in a senior leadership role
- Possesses a healthy business acumen
- Unreserved agreement with and willingness to champion the Converge Statement of Faith
- Background in and passion for organizational development and a track record as proven systems developer and thinker
- Demonstrated ability in recruitment, assessment, and training of established church pastors and church planters
- Strong interpersonal and intercultural skills
- Enjoys people and can handle significant travel
- Demonstrated ability to develop and lead teams and empower leaders
- Demonstrated ability to develop and implement strategic planning
- A history of successful church conflict resolution experience