



## CHURCH & CANDIDATE PROFILE

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### CHURCH NAME

Hope Community Church

### CITY

Shawano

### STATE

WI

### CHURCH WEBSITE

<https://shawanochurch.org>

## THE COMMUNITY

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### POPULATION OF CITY

9,243

### POPULATION OF COUNTY

There are a little over 40,000 people living within 30 miles of Hope.


### COMMUNITY OVERVIEW

Shawano still has that friendly small-town atmosphere but is conveniently located within 30 miles of Green Bay and 45 miles of Appleton and the Fox Valley. Shawano's downtown has just been revitalized with cool, family-friendly events, parks, and thriving small businesses. Our parks have just experienced major upgrades, including a splash pad, pickleball courts, and more. Furthermore, Hope's 12-acre grounds have a 1-mile paved walking trail with exercise stations that are a great outreach into the community.

Recreation is a huge part of Shawano County as we're one of the first stops that are considered "Up North." Shawano Lake is on the east side of town, and the Wolf River runs down the west side. Boating, waterskiing, tubing, kayaking, and of course, hunting and fishing opportunities abound here. Throw in a low cost of living and Hope's close relationships with our schools, healthcare and other community organizations and Shawano is a great place to live and raise a family.

### WHY PEOPLE LIKE LIVING HERE

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events, parks and thriving small businesses. Our parks have just experienced major upgrades including a splash pad, pickleball courts and more. Even Hope's 12 acre grounds have a 1-mile paved walking trail with exercise stations that are a great outreach into the community.

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## THE CHURCH

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### **CHURCH HISTORY**

In 1974, four families began to gather and pray for a new church in Shawano. The story of Hope Community Church is best told through the series of faith steps taken over the years. Those first 4 Hope families had no idea that their faith steps of obedience would lead to a time and place today where well over 800 people are engaged in weekly ministry, a place where families are restored, where we depend on prayer, we serve, we are devoted to the Bible, and believe that gathering together can change a life forever.

Looking back, we see so many faith steps by hundreds of families. And through them, God has done mighty works. From the very beginning, Hope Community Church has wanted to reach the next generation with the life-changing hope of Jesus. The how sometimes changes, but the who and the what doesn't waiver.

We believe in inviting the next generation to love and follow Jesus. We believe deeply in investing in families to help us all take the next step of faith. We believe unashamedly in the need to make an impact by serving others for the glory of God.

1974 - Four couples start investing in one another and take the step of faith to start praying for a church.

1977 - 20 people make a lasting impact by stepping out financially by purchasing the first building. They also take faith steps of investing and begin Hope's life groups. Almost 100 people are now attending Hope.

1980's - Hope makes a faith step to impact the next generation by investing their time and resources into their children through Awana and Kids ministry. Over 200 people attend regularly.

1999 - Hope continues to take faith steps to impact our youth and hires our first Youth Pastor.

2005-06 - Hope takes a series of faith steps – moving from our first building to hold services at the high school – allowing people to invite friends. A campaign raises resources to buy land and build. We changed our name to Hope Community Church. 246 people now attend services.

2015 - Hope takes a financial faith step, realizing that our kids and family programs are limited by our space. We raise the resources to construct the family center, increase the size of the worship center and add additional classrooms. Attendance now is regularly over 600 people.

2020 - In the midst of a pandemic, Hope pivoted to go online and serve our community in unique ways. From 2020 acts of compassion to drive through prayer, we reached people where they were at. Once back in house, attendance averaged 450.

2023 - Completed a Vision Reframe, defining values and mission of the church. Attendance now is regularly pushing 700 people.

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This letter from our former pastor to the congregation announcing his departure will give you a glimpse into the life of Hope and the gentleness, humbleness and attention to church health that went into this transition for both Hope and our former lead pastor:

Dear Hope Family,

I wish I could sit down with each of you and have a face-to-face conversation regarding this letter, but unfortunately time and capacity does not allow for this. Following my Sabbatical, a couple of years ago, I felt what I believed to be a Godly restlessness. I began asking God if He had something else He wanted me to do. After a long season of seeking God and consulting with leaders and friends, I believe God is calling Cheri and I to a new ministry opportunity.

Over my 26 years at Hope, I have become passionate about church health, knowing that healthy churches grow. Together, we have learned so much as we relocated, cast new vision and mission, built a new facility, and developed an effective ministry. This was all for the purpose of making disciples and reaching our community. Today, Hope Community Church is made up of an incredible staff team, leadership, and congregation who desire to see more and more people connect to the life-changing hope of Jesus. I couldn't be more honored to see what God has done and I am forever grateful to have learned and partnered with you.

Last Sunday, I accepted a call to a church that needs this experience and gifting for their situation. This is not a lateral move, nor a move to a larger church. It is

a church in a suburb of St. Paul, Minnesota with an average attendance of around 250 on Sunday morning. Cheri and I will be taking a step of faith to partner with this church to see it grow in greater effectiveness. We have sensed God's calling and have accepted this new Lead Pastor position. It is our desire that together we will view this as a "sending out" from Hope to be on mission to help another church.

This was not an easy decision as we have grown up with so many of you. You have helped raise our kids, and we have simply done life together. We will deeply miss our church and community. We are eternally grateful for all you have given to us over the years.

With the help of our District leadership and your wonderful staff and lay leaders, there is a specific and detailed succession plan that will be communicated to you in the coming weeks. I fully believe that the best years of Hope lay ahead. Ultimately, Jesus is the head of His church. He knows exactly the plans for Hope, and they are for a great future.

I look forward to sharing more in the upcoming weeks leading up to my last Sunday on August 20. Cheri and I ask for your continued prayers as we step into this new mission for our lives.

Forever grateful,  
Pastor John Anderson

#### **DENOMINATIONAL AFFILIATION**

Converge

#### **VISION, MISSION, VALUES**

##### **OUR MISSION**

Connecting people to the life-changing Hope of Jesus

##### **VALUES**

Biblically Devoted

Prayer Dependent

Family-Focused

Life Changing Gatherings

Power Under Serving

## VISION

We will bring Hope to Northeast Wisconsin through the multiplication of our ministries. God has given Hope a regional influence – in the next 5 to 10 years, we need to embrace that regional reality by reproducing our key ministries in multiple communities across our region and our city. We see bridges being built into area communities so that Hope people can serve their neighbors, gather together, pray, and connect their communities to the life-changing Hope of Jesus.

## OUR STRATEGY | HOW DO WE ACCOMPLISH OUR MISSION?

Invite people to experience the life-changing Hope of Jesus. Whether it's to a Sunday Service, our Kids and Youth ministry, or just over to our homes, we seek opportunities to connect people to God and other Christians so they discover the life-changing Hope of Jesus. We seek for people to experience a move of the Holy Spirit, experience life change, and to want more of Jesus in their life.

Invest in people to make disciples of Jesus that multiply. We believe real change happens as we personally connect with one another in small groups and take steps in following Jesus together. We invest our time, energy, and resources to help people know Jesus by reading their bibles and praying regularly. We seek to help people live out all the Jesus taught and to live and give generously.

Impact the world through sharing the good news of Jesus by what we do and say. Together, we will serve our neighborhoods and communities. We will help others experience the life-changing Hope that we've experienced. We will personally pray for 3 or more people and actively help them connect to Jesus, as we believe Jesus calls us to "go" and make an impact for His Glory.

**AVERAGE WEEKEND  
ATTENDANCE**  
600-700

**IS YOUR CHURCH  
MULTISITE?**  
No

**ATTENDANCE TREND**  
Growing

**HOW MANY CAMPUSES?**  
1 with plans to launch a 2nd in fall  
2024

**NUMBER OF WEEKEND SERVICES**  
2

## WORSHIP STYLE OF YOUR CHURCH

Nearly every Sunday morning, you will experience a full band led by some

incredible local musicians and vocalists. Some of the regular music you will hear on a Sunday are from artists like Phil Wickham, Elevation, Maverick City Music, and more. While we love contemporary worship, you will also often hear a hymn as a tag at the end of a set or on the front end of a set. Our worship is orderly, with an emphasis on smooth transitions. We strive to end service with a response time of prayer every 6-8 weeks.

#### **OVERVIEW OF WEEKLY WORSHIP GATHERING**

We gather every Sunday morning at 8:45 and 10:30 AM for approximately 60 minutes. This typically includes a time of worship, teaching, and often response or reflection. We share in communion on the first Sunday of the month. We practice open communion to anyone who has committed their life to Jesus. During this time, we encourage families to pray and share in communion together. Worship is led by an incredible team that helps facilitate congregational singing and participation. On most Sundays, you hear expository teaching from a book of the Bible, while occasionally, a topical series. The preaching style is humble, engaging and relevant to people's lives.

#### **TELL US ABOUT YOUR FACILITY**

Hope Community Church's facility sits on just over 12 acres on the east side of Shawano. The first 14,250 square-foot building was completed in 2006 which included our main worship center. We soon grew to need more space and in 2016 we added 19,100 additional square feet of space of which 75% was for our family and kids ministry which included a family center (think multi-purpose gym space), nursery and classrooms. We now have seating for 500 in our worship center, a welcoming Cafe, office space and a great kids and family center which we are currently in the process of a \$50,000 facelift to make it even more family friendly.

#### **OVERALL BUDGET (THIS FISCAL YEAR)**

Our operating budget for 2023-24 is \$1,128,000

#### **OVERALL LONG-TERM DEBT OF THE CHURCH**

Hope's land and main building were completely paid off before we began our \$2 million addition in 2016. We have under \$685,000 remaining on that mortgage. A financial campaign to reduce the debt will likely be finished prior to a new lead pastor coming on-board.

#### **OTHER MINISTRY PARTNERSHIPS**

We primarily partner with local organizations, such as the homeless shelter, domestic violence shelter, food pantry, crisis pregnancy center and others as determined by leadership. We also host an IF:Gathering annually, utilize the Alpha ministry material and the Freedom Material out of City Church, Tacoma, WA.

#### **GOVERNANCE & POLITY**

Hope's elders work with the Lead pastor to guide, direct and coordinate the ministries and actions of the church. They have the responsibility for the strategic direction of the church and the authority to establish and execute the ongoing ministries of the church, which includes a commitment to the teaching of God's word and prayer.

Hope's Servant Management Team is responsible for the fiscal operation of the church, maintenance of the property, overseeing contracts, overseeing human resource operations and any other ministry area the Elder team deems appropriate. The staff is responsible for the day-to-day operations of Hope and for carrying out the vision and mission of the church.

The congregation has final authority in 5 areas: confirmation of elders & SMT members, calling of the lead pastor, purchase or sale of property/contracting of debt, ratifying the budget and amending the constitution.

## MINISTRIES, PROGRAMS, AND STAFFING

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### **CURRENT PAID STAFFING LEVEL**

Full Time: Executive Pastor, Worship Pastor, Youth & Outreach Pastor, Kids and Family Pastor, Director of Ministry, Campus Pastor - Clintonville

Part Time: Connections Coordinator, Kids Administrator, HR/Financial Administrator, Janitorial Administrator, Sound Tech, Video Tech, Propresenter Tech

### **MAJOR MINISTRIES OF THE CHURCH**

Family Ministries: Our True North program for parents with kids in grades K-5 meets Tuesdays evenings. We believe, today more than ever, our hearts are starving for that sense of community. So instead of a drop-off kids ministry, we're inviting FAMILIES to come and spend time together on Tuesday nights. We share a meal, worship together, play games, and have real conversations about Jesus.

Student Ministries: REFUGE is our junior and senior high youth ministry program that's all about connecting students and their families to the life-changing hope of Jesus. A general rundown of the night: students are dropped off at the church - during Happy Hour, students meet with a youth worker for a scheduled one on one. From 7:00-8:30 pm, our program runs with a large group experience (stage games, announcements, worship, and teaching) followed by a time of small groups to discuss the lesson. Because we believe parents are the primary disciple-makers for their children, approximately 6-8 times a year, we will have parent nights where parents come on campus for a separate parent group experience where a topic, prayer, and peer-to-peer support will be offered to parents to equip them for discipleship with their children.

Sunday Kids Quest: Sunday morning kids ministry exists to create an age appropriate environment for kids from birth - 5th grade to grow their faith. This ministry time is filled with its own worship, fun and teaching through the Bible chronologically. Because we have a high value of being family focused, we do keep kids in grades K-5 with their families to experience the worship time on Sundays. Kids are then dismissed before the message. We also offer a variety of options for parents with littles to be comfortable on Sundays, such as a cafe to hang out, a nursing mom's room, and also a parent's room where they can see the service live.

Discipleship, Classes & Grow Groups: Discipleship at Hope happens through two primary ways. The first is classes where we have a rotating schedule of 101 classes, Alpha and Freedom Class. We love to teach on the things that matter most here at Hope, so among the 101's you will see Bible 101, Prayer 101, and Serving 101. Some of these have become 201's as we have seen a new desire to higher level theological training within the church. Groups here are called Grow Groups and exist to build community, study together and shepherd the church in smaller ways. Twice a year, groups complete a 7-8 week study that follows along with the Sunday Morning message series. This has been pivotal in helping the church stay on mission together. Outside of those series, many groups continue to meet and do additional studies.

Missions: At Hope you will find a couple of missions partnerships. While we do not sponsor a large number of missionaries, we have worked for over a decade to establish true partnerships with two churches and an organization doing incredible work. The partnership serves not only them, but also our church family through ongoing relationships, prayer and financial support. We have sister church relationships in Bohol, Philippines as well as Haiti. We also have a relationship with Tutapona, a trauma recovery program helping those in war torn areas around the world.

#### **OUTREACH PROGRAMS OVERVIEW**

Outreach at Hope is built upon the community relationships we have developed. One of the key outreach initiatives is to care for and pray for our schools. Each year as the reconciliation site in the event of a tragic incident, we host every school district employee for lunch. We also launched a prayer event where we "circled the schools" in preparation for the school year, as well as collect snacks for teachers in January to help with classroom management. We believe at Hope that teachers are truly serving some of the "least of these" in our community and want to care for them.

We also care for our city and partner with the parks and recs department to help with clean up and care for our local parks system as well as "Rake the Town" and ask individuals if we can rake their yard. We see all these events as opportunities to equip the church to share their faith, ask good questions and pray for opportunities to share the life changing hope of Jesus with someone simply by showing God's love in a practical way.

Our largest outreach event of the year, which truly shows what Hope values most, is Summer Blast. Summer Blast is our kids summer camp where we invite

all community kids for some wild, messy, and often 'disgusting messy' opportunities to have some fun. We see over 300 kids, with over half not coming from our church and over 20% having no church home at all. We equip small group leaders to share the gospel and care for each and every child we get to serve that week. We see the WHOLE church get behind this ministry every year from our great-grandparents praying on campus for the duration of the night to the empty nester parking team keeping things moving. We truly see the whole church wants to be a part of this ministry that reaches so many in our community.

## WINS, OPPORTUNITIES, AND CHALLENGES

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### **BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?**

Hope has experienced a ton of big 'wins' in the last 18 months. Perhaps one of the biggest is the leadership and staff unity that God has given us as Hope has adapted to life post-covid. This has led to numerous other reasons to celebrate including:

Completion of Auxano Vision Reframing which has brought clarity and focus for our church and staff, helping stretch staff leadership capabilities and preparing us for this lead pastor transition.

Hope baptized 52 people at our river baptism service in August.

But this is just the celebration point of numerous smaller ministry wins:

Implementing Family Fun Lunch (Flunch for short) to connect with new young families.

Connecting our grow groups to a message study series focused on all church discipleship.

Hosting our own successful marriage conference.

Thriving women's discipleship program coming out of hosting IF Gatherings.

Running a wildly popular summer kids camp called Summer Blast with over 300 kids in 1st to 6th grade in attendance and including their family for Family Night.

Giving and Attendance also continue to rise post-covid and Hope is at both our highest attendance and highest giving numbers ever.

Hope has brought on staff an associate pastor to launch a multi-site campus in Clintonville after talking about this for many years, we're on track to launch in fall of 2024.

### **BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS**

The biggest opportunities that Hope staff and leaders see for the next 12

months go hand-in-hand. One is the preparation and launch of our first video-venue multi-site location in Clintonville, and the other is the opportunities that stem from that in Shawano, especially the growth in mid-level leader development that needs to happen, including the theological training that staff, key leaders and volunteers are wanting - even beyond Sunday morning teaching. This also comes with plans for continued growth in our kids and next generation programs on Sunday mornings and growth plans for welcoming and our Cafe.

### **CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE**

There are an array of challenges facing us at Hope. Some of the immediate challenges are actually doing the mid-level leader development, especially developing male leaders and how to continue to encourage Hope attenders to push into faith steps that lead to personal growth, not just numbers but lives transformed by Jesus.

Prayer is also one of our challenges. Becoming a church that is prayer dependent is one of our values that is aspirational. We need to push into getting people to pray more and be prayed for.

Other challenges that Hope faces:

Navigating the political climate during the upcoming election season - especially if Covid is still part of the discussion.

How can we partner and minister to our Menominee neighbors just to the north of us.

Sustaining growth and relevance in a small community, and how to combat the culture of apathy towards faith and the declining number of times that people actually go to church.

Addressing society's addiction to pornography and helping our people to push into and experience freedom and Hope.

## THEOLOGY

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### **PUBLISHED THEOLOGICAL STATEMENT**

#### THE CHURCH

We believe in the universal church, a living spiritual body of which Christ is the Head and all regenerated persons are members. We believe the local church, consists of a company of believers in Jesus Christ, baptized by immersion 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.

#### CHRISTIAN CONDUCT

We believe that a Christian should live for the glory of God and well-being of his fellow man; that he should strive to be blameless before the world; that he should be a faithful steward of his possessions; and that he should seek to realize for himself and others the full stature of maturity in Christ.

#### THE ORDINANCES

We believe that the Lord Jesus Christ has committed two ordinances to the local church, baptism and the Lord's Supper. We believe that the 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.

#### RELIGIOUS LIBERTY

We believe that every human being is accountable to 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; that therefore, Church and State must be kept free and separate as having different functions, each fulfilling its duties free from dictation or patronage of the other.

#### LAST THINGS

We believe in the personal, visible return of the Lord Jesus Christ to the earth and the establishment of His kingdom on earth. We believe in the resurrection of the body, the final judgment, the eternal felicity of the righteous, and the endless suffering of the wicked.

### **WHAT THEOLOGICAL HILLS WILL YOU DIE ON?**

Hope administers an agenda harmony worksheet of theological questions to screen for agreement between the church and candidates.

(<http://bit.ly/3SvYGqI>)

Theological positions that would disqualify a candidate would be a cessation of some spiritual gifts, having women serving as elders, a belief that the church needs to be politically active, or a belief that theology is divisive (teaching the dispensational view of theology and teaching openness in theology, and in general, holding too tightly to secondary or tertiary theological issues.)

### **HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH**

Position Papers:

Biblical Marriage: <https://bit.ly/48Bmj6z>

Pro-life Pro-love: <https://bit.ly/467vU3j>

Outreach & Mission: <https://bit.ly/3t4qMOU>

Women in Ministry: <https://bit.ly/48zSeUS>

In addition to our attached position papers, other hot-button social issues that Hope leadership takes a stance on are:

Christian Nationalism - we believe in power under serving - that only Jesus can bring transformation and we depend on God and His church to bring social and cultural change, not power and political control. On the other end of the spectrum, we would not support a theology that incorrectly uses the teachings of Jesus around inclusion, love and equality to justify Biblical sin.

### **DESCRIBE YOUR CHURCH'S POLICIES ON PARTICIPATION OF LGBTQ INDIVIDUALS IN THE LIFE OF YOUR CHURCH**

Position Paper: <https://bit.ly/48Bmj6z>

## THE POSITION

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### **POSITION TITLE**

Lead Pastor

### **FULL TIME POSITION?**

Yes

### **OVERALL DESCRIPTION OF THIS POSITION**

The Lead Pastor at Hope Community Church will lead the elders in overseeing the life and direction of Hope Community Church. He will work with, coach and equip the staff and leaders of leaders to accomplish our mission of connecting people to the life-changing hope of Jesus.

The Lead Pastor will be a visionary leader and champion for the unique calling and mission that God has for Hope. He will have a firm grasp on the vision, values and strategy of Hope and the ability to align staff and key leadership teams with our mission.

The Lead Pastor will be the lead communicator and a proven leader who loves Jesus and inspires others to follow Jesus. He will depend on prayer and help develop a healthy culture of prayer and dependence on Jesus.

### **REPORTING RELATIONSHIP**

The Lead Pastor reports to the elder board and oversees the executive pastor. The elder team respects the Lead Pastor's leadership and does everything to follow his lead, while the Lead Pastor highly values the elder team's advice and does everything to respond to their care for him.

### **GOALS AND EXPECTATIONS**

Building excitement and pushing the vision for church planting with the launch of our first multi-site in Clintonville.

Excitement to coach and encourage new leaders. Perhaps a year from now, 8 new leaders have been developed and those leaders are beginning to developing other new leaders.

People are responding to his highly inspirational messaging, and Hope is attracting followers who are being transformed by Jesus.

Immersed relationally with the people.

Dreamer for others.

Work together / willingness to go into the trenches. See a need, fill a need.

### **DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?**

#### Lead Pastor Job Description

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The Lead Pastor will be the lead communicator and a proven leader who loves Jesus and inspires others to follow Jesus. He will depend on prayer and help develop a healthy culture of prayer and dependence on Jesus.

#### Education - Experience:

Formal ministry degree from a respected evangelical seminary.

Experience with church planting or multi-site churches and able to effectively lead and expand a regional multi-site church.

An attractional leader with WOO factor.

#### Qualifications – Skills – and Abilities:

A gifted, effective communicator to teach Biblical Truth in life relevant ways.

Openness and relatable in preaching that they connect with people on a heart level to inspire them to follow Jesus.

Excellence in oral/written communication skills.

A team leader, someone who is committed to coaching, discipling and developing staff and lay leaders to help them become successful leaders of leaders.

Humble servant leader with high level interpersonal skills and emotional intelligence.

Demonstrated organizational ability.

Ability to work in a team environment.

A gifted leader who equips, empowers, and releases teams and individuals to thrive in ministry.

Someone able to inspire others as they communicate vision and build unity.

Big picture thinker who embraces humble, Biblical theology.

Spiritual Requirements:

A follower of Christ, committed to all the ministries of the church.

Possess and maintains 1 Timothy 3 and Titus 1 Elder qualifications in life.

A person of high integrity and lives a Christian life that is above reproach.

Must become a member of Hope Community Church who is committed to the church and engaged in the life of the congregation.

Must maintain a vital and growing personal walk with the Lord through committed Bible study, prayer, and time spent contemplating God's Word.

Must maintain proper priorities in your home.

Commits to the principle of tithing 10% of gross income and financially supports the ministry of Hope Community Church.

Possesses a shepherd's heart.

Actively lives out and models for the church a strong commitment to the

mission, vision and values of Hope.

Commits to resolve conflict via Biblical guidelines spelled out in Matthew 18.

Agrees fully with Converge Affirmation of Faith and Hope Community Church statement of faith.

Must be a person who believes that the purpose of Discipleship is to raise up Disciple-makers who reproduce themselves by going out and reaching seekers and seeing them disciplined, not simply to feed people knowledge.

Regardless of areas of giftedness, must still have a heart for outreach. Must be consistently pursuing and fostering personal evangelism opportunities within and outside the church for purposes of winning others to Christ. Demonstrates this as a priority to others.

Church - Community Fit:

Enjoys the casual north woods community of small town life and can relate to both professional and blue collar rural personalities.

Embraces a friendly and welcoming culture that has a high expectation of worship and that God's spirit is going to move in our life-changing gatherings.

Pursues excellence in worship and preaching and is devoted to biblical truths.

Excited by the expansion of the church through multi-site growth and has a heart for the lost.

Will have a sense of humor and not take themselves too seriously.

Enjoy healthy hobbies and activities outside the church.

Prioritizes family and marriage.

Recognizes and encourages the orderly use of spiritual gifts for ministry.

Lives out a power-under serving mentality – not hoping in political power or Christian nationalism but relying on God to bring life change.

WOO factor that is personable and approachable across multiple generations.

Prayer dependent for the needs of the staff and church.

#### Essential Duties Summary:

To serve as the main spiritual and pastoral leader at Hope, focusing on preaching, vision casting and strategy for guiding the church in spiritual growth.

To be the lead communicator on Sunday mornings, preaching and teaching the Word of God and leading worship services. To work with staff and leadership to carrying out the mission, vision and values of Hope.

To coach, disciple and develop staff and leaders so they can be leaders of leaders to accomplish Hope's mission of connecting people to the life-changing Hope of Jesus.

To share a passion for connecting the lost people of Shawano and the surrounding communities to the life-changing Hope of Jesus. To inspire staff, leaders and the congregation to grow in obedience to Christ.

To be dependent on prayer and help facilitate a culture of prayer and dependence on Jesus within the congregation.

Be the visionary leader and champion for the unique calling and mission that God has for Hope Community Church. Passionately upholding the mission, vision and values of Hope, wanting to multiply our ministries across Hope's regional influence.

#### Preaching – Teaching - Vision:

The Lead Pastor will be the primary preacher for worship services, speaking approximately 75% of all Sundays and other occasions when appropriate. The Lead Pastor will oversee the preaching calendar throughout the year and will assign pastoral staff accordingly, providing leadership on preaching topics, sermon planning and creative elements.

Seek God's direction and continue to develop God's unique vision for Hope in a way that maximizes the gifts and resources given to us.

Coordinate worship service planning with appropriate staff members. Done weekly, seasonally and yearly to plan, develop and implement worship rhythms to engage people in worship and create an environment where people experience Jesus' presence through worship.

Work with staff to oversee major all church ministry initiatives and special services.

Coordinate nights of worship and prayer. Working with staff and prayer leaders to encourage life. changing gatherings using gifts in prayer (freedom/transformational/theophotic) to encourage, build up and set free the church body.

Provide overall vision and strategic planning within Hope's vision frame – both short-term, mid-term and long-term goals that will ensure continued and growing ministry effectiveness of Hope.

Coach and Disciple Staff and Leaders of Leaders

Coach pastor and mentor staff and key leaders through leadership and conflict situations.

Work in conjunction with Executive Pastor and Director of Ministry to anticipate and prepare for staffing needs of the church.

The Lead pastor has the final authority to hire and fire employees of Hope and will work with the Executive pastor to create an environment of healthy and proper relationships among the staff and ensure the discipleship, training and personal and professional development of all the staff.

Supervise and oversee the Executive Pastor.

Work with the Executive pastor in preparing the annual budget.

Lead Elder Team:

Attend and Facilitate Elder Team as one of the elders present to guide in decision making (the Lead Pastor is a "peer among equals" in the Elder meetings).

The Lead Pastor reports to the elder board. The elder team respects the Lead Pastor's leadership and does everything to follow his lead while the Lead Pastor highly values the elder team's advice and does everything to respond to their care for him. The Lead Pastor looks to the elders to confirm his convictions as to God's leading and direction.

Bring relevant issues of body life and spiritual concerns to the attention of the team.

Work with the team to address church discipline issues for members and attenders who require biblical confrontation.

Communicate decision making from Elder to the Management Team, the staff team, and the entire congregation when relevant.

Provide information of ministry issues related to staff oversight and development.

Collaborate with the lead elder in advance of meetings to develop the agenda and set direction.

Note that the Lead Pastor and Executive pastor are the supervisors of all the staff and the Elders work through them when staff issues surface.

Meet with the designated elders annually for job performance review. This involves gathering documentation from support staff, pastoral team, and elder team and review of goals.

Other Pastoral duties:

Shepherd the church by shepherding and discipling the leaders who provide care.

Work with the staff to facilitate weddings, funerals, urgent hospital visits, and baptisms.

Represent the church within Converge by attending annual meetings and other relevant district events and LEAD Rteam meetings.

Teach appropriate class and small groups as part of Hope's discipleship

program.

Work with staff to provide pre-marital counseling as needed

Facilitate with the staff and by referral to professional counseling agencies the general counseling to church body as needed.

All other responsibilities as designated by the elder team.

Benefits:

Generous vacation package plus paid holidays.

Hospitality and Education Expense accounts

Health insurance stipend, 403b retirement, life and long-term disability insurance.

Cell Phone stipend for Data Coverage.

Time away for study, conferences, and professional development.

Eligibility for Sabbatical Leave according to Sabbatical guidelines every 5 to 7 years of employment.

## SKILLS, PERSONALITY, AND EXPERIENCE

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### WHAT SKILLS ARE YOU LOOKING FOR SPECIFICALLY?

- Leads self well
- Comfortableness with the role - releases ministry and leadership
- Constantly learning
- How to lead others well
- Desire to lead multiple generations well
- Managing next church size
- Emotional intelligence in leading multigenerational staff
- Calmness under pressure / conflict
- Exhortation and encouragement
- Organizationally minded
- Communicator
- Visionary
- Extreme ownership
- Coach - developer of teams
- Good Biblical Communicator
- Track Record of helping other people achieve God's calling
- Very Relatable
- Humble - no one is too low or too little to reach
- Power under - servant leader heart
- Transferring knowledge
- Equipper/Coach/Discipler
- Barnabas - good encourager
- Prayer Warrior | Prayer Dependent

### WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

N/A

### BUDGET AREA SUPERVISION

Hope's servant management team is responsible for Hope's \$1 million+ budget process.

The executive pastor works with the SMT and staff to develop the budget proposal.

The Lead pastor gives his insight and priorities to the process and works with the Elder team to give visionary guidance and final approval to the process.

#### **PERSONAL CHARACTERISTICS DESIRED**

- Openness and relatable in preaching - connects with people on heart level
- Not shaming or hypocritical
- Sense of humor - not awkward
- Highly relational
- Culturally relevant
- High integrity
- Above reproach
- Hobbies outside of church / work
- WOO factor
- Prioritizes family and marriage
- Flexible - able to reassess

#### **WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?**

- Politically active / minded / brings politics into church
- Gifts cessationist
- Strong opinions on 2nd or 3rd theological issues
- Dry, irrelevant preaching
- Not in agreement with our vision and values
- Have a negative reference from close associates
- Supports Christian nationalism or liberal theology movements
- Not walking in freedom from addiction

#### **OTHER "MUST HAVE" SKILLS**

- Power under serving mindset (servant leadership)
- Approachability - able to relate well to others
- Desire to equip, coach and encourage staff
- Preaching
- Evangelism and a heart for the lost to encourage growth at Hope in Shawano
- Experience with multi-site expansion
- Heart for missions and outreach
- Openness to gifts of spirit

#### **OTHER "NICE TO HAVE" SKILLS**

Well networked to utilize the strengths of other Churches

Some Church Management Software experience, tech ability and ability to adapt to new office technology

Heart for prayer and trained in various models of prayer

**DESCRIBE THE PERFECT CANDIDATE**

Our perfect hire would be passionate about connecting the lost people of Shawano and the surrounding communities to the life-changing Hope of Jesus.

He would be a gifted communicator who inspires staff, leaders, and the congregation to grow in obedience to Christ.

He will be dependent on prayer and help facilitate a culture of prayer and dependence on Jesus within the congregation.

He will be a visionary leader and champion for the unique calling and mission that God has for Hope Community Church.

He will be passionate for upholding the mission, vision and values of Hope, wanting to multiply our ministries across Hope's regional influence.

## PUBLIC JOB POSTING PAGE

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### **PUBLIC JOB POSTING**

HOPE COMMUNITY CHURCH  
LEAD PASTOR  
SHAWANO, WISCONSIN

Hope Community Church in Shawano, Wisconsin is a regional church with a mission of connecting people to the life-changing hope of Jesus. They are looking for a Lead Pastor with a passion for reaching lost people and expanding Hope's ministries and multi-sites across their region of influence. The Lead Pastor at Hope Community Church will be gifted communicator who inspires staff, leaders, and the congregation to grow in obedience to Christ. He will be a visionary leader and champion for the unique calling and mission that God has for Hope. He will depend on prayer and help develop a healthy culture of prayer and dependence on Jesus.

#### WHAT YOU'LL BE DOING:

Serving as the main spiritual and pastoral leader at Hope, focusing on preaching, vision casting, and strategy for guiding the church in spiritual growth.

Communicating and creating culture, preaching and teaching the Word of God.

Working with staff and leadership to carry out the mission, vision, and values of Hope, equipping them to shepherd, teach, and care for the church.

Coaching, discipling, and developing staff and leaders so they can be leaders of leaders to accomplish Hope's mission.

#### SKILLS YOU NEED TO HAVE:

High integrity: being trustworthy and above reproach

Emotional intelligence, relational and approachable, able to win others over

Exhortation and encouragement with a desire to coach and equip staff and leaders of leaders

Servant leadership

Communicator: relatable in preaching, connecting, and inspiring on a heart level

A heart for the lost with a desire to encourage growth and multi-site expansion.

THE AREA:

Shawano still has that friendly small-town atmosphere but is conveniently located within 30 miles of Green Bay and 45 miles of Appleton and the Fox Valley. Shawano's downtown has just been revitalized with cool, family-friendly events, parks, and thriving small businesses. Boating, waterskiing, tubing, kayaking, and of course, hunting and fishing opportunities abound here. Throw in a low cost of living and Hope's close relationships with the schools, healthcare, and other community organizations and Shawano is a great place to live and raise a family.

**WE'D LOVE TO HAVE YOU APPLY!**

<https://bit.ly/45yhPLu>