



OPPORTUNITY PROFILE
for
PASTOR of SPIRITUAL DEVELOPMENT
Grace Fellowship
Albany, New York

OVERVIEW

“Your Life Is Your Ministry.” If you hang around Grace Fellowship (www.gracefellowship.com) for very long you will realize this is a passionate theme for the church. Grace Fellowship believes that God’s call on their community is to build “more and better disciples” and they are aggressively pursuing this mission. Consistent with this, Grace Fellowship is a healthy, authentic biblical community, reflecting its Senior Pastor in transparency and admission of imperfection and still being in process. Twenty-five hundred people regularly attend one of Grace Fellowship’s five weekend worship experiences at 2 locations. Founded by Senior Pastor Rex Keener 16 years ago, Grace Fellowship is an energetic and friendly, independent evangelical church with an exciting future.

It has been said that the only constant in life is change. That would certainly be true at Grace Fellowship. The church and its leadership have been, and continue to be, willing and open to change and transition. The church recently made a commitment to pursue a multi-site model and launched its first satellite campus in December 2008. Grace North of Halfmoon gathers in a beautiful 7 year old, 17,000 sq. ft. former auto dealership building reconfigured for the church. This expansion is a reflection of the leadership’s desire to continue to grow, impact the community and meet people where they are.

Grace Fellowship’s leadership has determined to place a renewed, stronger emphasis on people growing together in transformational community. They believe this will result in many more people “coming in through the side door,” whereas the current point of entry is primarily through the front door.

THE CHALLENGE

During the last couple of years, Grace’s senior leaders have evaluated where they are and where they would like to go. This time of reflection has brought to mind the original focus of the church: people growing in the grace of God through deep and meaningful personal relationships. As the church experienced rapid growth in the early years, integrating newcomers into the body quickly became a challenge. As the growth continued, a subtle but unintentional shift began to take place, a shift away from a primary focus on group life and a move towards a more programmatic, event driven model of ministry. During this time small group involvement simply became one of the many offerings of the church.

The challenge for the new Pastor of Spiritual Development is bringing to realization the original vision: a simpler model of ministry where Grace Fellowship is a church built on an organic approach to discipleship, with highly effective biblical small group communities as the cornerstone. The Pastor of Spiritual Development will have the full support of the Leadership, as he pursues the realization of this vision.

THE OPPORTUNITY

In every challenge lies opportunity. In addition to the church leadership, the Pastor of Spiritual Development will find a core group of people committed to life transformation in the context of deep, personal relationships. The Pastor of Spiritual Development will find 65 “official” Small Groups already in existence plus several very healthy adult based ministries that typically represent a blend of both large and small group gatherings. Given the attendance of 2,500, the opportunity is virtually unlimited. The new Pastor of Spiritual Development will provide support, care, direction and vision to existing small group leaders as well as leaders of adult-based ministries. Further, there is a large pool of untapped leaders and/or proven leaders who are currently on the sidelines.

Only once in the sixteen year history of Grace Fellowship has there been a full-time Small Groups leader, and then only for a period of one year. This also presents a huge opportunity. The Pastor of Spiritual Development will be called, alongside the other senior staff, to creatively cast and recast vision that inspires and motivates the congregation to embrace authentic biblical community as part of the vision of making more and better disciples. The Pastor of Spiritual Development will then train and mentor the Small Group and Ministry leaders in order to help provide the environment for transformational community. Only as the Pastor of Spiritual Development is experiencing this for himself will they be able to see this in the body at Grace Fellowship. In the words of the Senior Pastor, “we’d love to see a greater balance between side-door and front-door entry.”

The church is healthy and poised for growth. The leadership at Grace Fellowship is strong. The church has enjoyed a history without major conflict or division. What is God calling Grace Fellowship to next? If “Your Life is Your Ministry” is to become an effective reality in the culture at Grace Fellowship, the leadership believes a healthy group life environment is paramount. The Pastor of Spiritual Development will be a critical part of this transformation. The opportunity for impact and influence is tremendous. Grace Fellowship is trusting God to bring forth the man He is calling to lead in their efforts of expanding and furthering transformational community.

CANDIDATE CRITERIA

The man called as the Pastor of Spiritual Development at Grace Fellowship will have to creatively envision, develop and implement a well-coordinated strategy that encompasses all age and affinity groups in the church. In this, it is critical that the Pastor of Spiritual Development be experienced in how to build and lead transformational groups/ministries in a multi-staff environment. Additionally, the successful Pastor of Spiritual Development at Grace Fellowship will have demonstrated ability in small and large group settings to identify, recruit, inspire, coach and equip leaders, who in turn will do the same with others. This will require the Pastor of

Spiritual Development at different times to play the role of spokesperson, coach, direction setter, and change agent.

The Pastor of Spiritual Development will be the group life expert of the church and will work closely with the Senior Pastor, Executive Pastor and Management Team. The latitude and responsibility given to the Pastor of Spiritual Development demands a self-motivated and personally disciplined individual who is highly communicative, organized, collaborative, and passionate about spiritual development. Open to learning from others, the right candidate will bring personal knowledge of the best practices, latest trends and methodology for effective small group ministry.

The successful candidate will be an individual in serious personal pursuit of Christ-likeness, exhibited by things like high moral integrity, commitment to spiritual disciplines, embracing accountability, and a reputation of unwavering character. Further, this individual will be a high capacity, proven leader with exceptional emotional intelligence, team building skills, and a commitment to life-long learning.

INQUIRY PROCESS

We encourage anyone who has the qualifications and who senses a potential calling for such an opportunity of service to contact us to discuss this position. Alternatively, you may know someone you wish to recommend for this position.

For more information, or to express interest in this position please contact:

Brian Cronk
Search Consultant
Ministry By Design - Minneapolis
bcronk@simainternational.com
www.simaforchurch.org
(612) 424-5505

