



**DIRECTOR OF PASTORAL
THEOLOGY & CARE**

Opportunity Profile

EVANGELICAL FREE CHURCH OF AMERICA |
Minneapolis, Minnesota

Overview

The EFCA's department of Theology, Credentialing and Care is expanding to include a new Director of Pastoral Theology and Care role, which will report to and work alongside Executive Director Greg Strand. The primary goal of this position is to develop, promote and give visionary leadership to EFCA Pastoral Theology and Care ministries, and to ensure all EFCA District Superintendents, pastors and support staff have access to the practical resources and pastoral care that enables them to serve with excellence.

The EFCA has a long tradition of being theologically driven and caring for pastors. The annual Theology Conference brings together EFCA leaders from across the country to teach and strengthen on theological matters—in addition to frequent blog posts and podcast episodes. The right individual for this role will be someone with a heart for pastors, to provide focus and balance in the practical theology of pastoral care in collaboration with district superintendents and district staff partners. He will champion the care of pastors by proactively creating, cultivating and communicating about essential resources and networks of people and ministries to provide practical support when needed. Doing so will help raise the value and visibility of this vital ministry throughout the EFCA.

Quick Stats

- The key result areas for this position include pastoral care, Recovery Churches, EFCA Pastor Search and the jobs board for local churches, credentialing and chaplains.
- Additionally, this person will represent EFCA Theology, Credentialing and Care through counsel and guidance as a participant on the Board of Ministerial Standing, as chair of the Benevolence Committee and member of the Ethics Committee, and as a liaison with the EFCA Network.
- Master of Divinity degree is desired, along with 10 years of pastoral experience in an EFCA congregation.
- Ordination or ability to be ordained with the EFCA is required.
- Partner with Executive Director Greg Strand to graciously uphold and align with the theological distinctives and doctrinal positions of the EFCA. Once in place, this individual will help to hire and then oversee an individual who will help to manage the department.
- This is a Minneapolis, MN based position.

The Location

This position will be based out of the EFCA National Office, conveniently located in Bloomington, Minnesota. Bloomington is home to the renowned Mall of America and adjacent to the Minneapolis/St. Paul International Airport. The Twin Cities area offers a unique blend of sophistication and natural beauty. Residents enjoy a vibrant arts scene, with world-class theaters, a delicious culinary scene, galleries and music venues. The area is rich in parks and lakes, providing ample opportunities for outdoor activities year-round, from boating and kayaking in summer to pond hockey and snowshoeing in winter.

The local economy is strong, featuring diverse industries like healthcare, finance, and technology, which contribute to a low unemployment rate. The cities also boast a strong educational framework, with numerous Christian colleges and universities empowering a commitment to lifelong learning. With affordable housing options compared to other major cities, a strong sense of community, and a high quality of life, Minneapolis/St. Paul and its surrounding suburbs are a fantastic place to call home.

The Opportunity

Champion of Care. Championing the care of EFCA pastors by proactively creating, cultivating and communicating about essential resources and networks of people and ministries to provide practical support when needed will help to raise the value and visibility of this vital ministry throughout the movement. Not only will this individual be a trusted person to call for coaching or assistance in crisis intervention, but someone who will develop expertise for difficult situations, coordinating care between national and district resources. Currently, the department seeks to respond or react when calls come in for help, but there is so much more that could be done to proactively resource districts and leaders. The incoming director will have the opportunity to learn from the district superintendents about their current systems, what works and what doesn't work, what on-going issues they face and what struggles need to be addressed. Then, to take that learning into a process of resource development that results in a system that supports the practical side of caring for pastors, and helps create efficiencies when responding to the pastoral care needs of churches or pastors.

Partnering with Districts. All work coming from this department will essentially need the support and engagement of district leaders to become effective. So, building relationships with the DS's will be job number one. Many districts practice care for their pastors very well while others would benefit from greater support. There is an opportunity to bring district leaders together to talk about needs, realities and philosophy of care, and then to coordinate best practices and share resources with one another.

Curate Support Resources. More than a first responder in crisis, it is hoped that this person will embody a drive for pastoral health that architects a framework of resources and relational connections that supports pastors, pastor's wives, and helps ministry families to flourish. This includes developing and providing sabbatical resources to be shared with district leadership, and providing care and prayer support to district leaders and national office staff. Over the last number of years, the pressures of an increasingly polarized culture have been deeply felt by pastors across the country. Proactively creating and curating resources that support, encourage and address issues like mental health, emotional health, spiritual burnout, loneliness, marital or family strife, etc., is an immediate and welcomed opportunity. Beyond creating content, there is a strong desire for a leader who draws people together to listen and discuss possibilities and then to build teams to explore the best ideas of how to meet the needs. This collaborative, team oriented approach will help to advance the work in a meaningful way.

This role will oversee the EFCA's purity and pornography initiative, including the EFCA's partnership with Pure Desire Ministries, a professional group that provides assistance to people healing from the effects of unwanted sexual behavior and betrayal trauma. This person also will work to reinvigorate and oversee the Recovery Church program and assisting in the care of pastors and churches with "under discipline" credentialing situations.

Recovery Church Program. The Recovery Church program is an amazing resource for pastoral care that needs attention and leadership. This ministry has been designed to provide a coordinated effort of recovery and restoration to broken and weary EFCA pastors and members of their families. The goal of the ministry is to help the pastor and family recover their personal, spiritual and family health in the context of a local church. There are a number of EFCA Recovery Churches across the country that have agreed to welcome in the hurting family and to provide a place of care throughout their two-plus year journey of recovery. The ministerial family moves to the community of the Recovery Church where basic needs of housing, employment and financial stability will be effectively addressed by the Recovery Church team. Recovery team members will help the family establish friendships, prayer supporters and pastoral guidance during the restoration process with a goal of helping the pastor and their family recover personal, spiritual and family health, in the context of a local church. The heartbeat behind this ministry is extraordinary but the vision for it needs a champion to help it to strengthen and multiply.

Chaplains. This position will oversee military and institutional chaplain endorsement and affinity groups. For EFCA-endorsed chaplains there is a huge opportunity to care for these front line servicepersons who are, in some ways, sent as missionaries into the military culture. Raising the awareness of the importance of their work throughout the EFCA by educating leaders about their mission would help this group to feel more integrated into the movement. Regular communication including prayer, emails and occasional phone calls would be welcomed. There is also an opportunity to invite and gather chaplains together at the annual theology conference to build community, encourage them and facilitate conversations on their unique ministry.

Pastor Search. *Glorifying God by multiplying transformational churches among all people* is the mission of the EFCA. That happens when healthy pastors are equipped and supported to lead healthy, transformational churches. By investing in the EFCA pastor search and job board, this person will be on the front lines of supporting and potentially refining an accessible, user-friendly service that helps make meaningful connections between pastors seeking a place of ministry and churches in need of pastoral leadership.

Innovate and Improve. The incoming Director of Pastoral Theology and Care will have a lot of “blue sky” when it comes to elevating the theology of care for EFCA pastors in practical ways. The value, ideology and theology for care is strong, but leadership of this practice area is in need of some new ideas, freshness and hands to accomplish the work. Being a visible partner to district superintendents and teams, and a champion of pastoral health and care throughout the EFCA, this individual is in a position to give practical, meaningful help in moments where difficult topics such as crisis, hurt, discipline and recovery are at the forefront. By proactively leaning into these conversation with a spirit of grace, a pastoral heart, a deep love of the local church and a desire to innovate and improve, this person will have an opportunity to help the EFCA craft a framework of care that will meet the needs of its pastors for years to come.

The Candidate

The ideal candidate for this position will be a seasoned and experienced pastor and leader who genuinely loves the EFCA, those called to pastoral ministry and expresses a clear calling to help them. From personal experience, they must understand and empathize with the challenges facing those who serve in pastoral ministry in the local church. A great fit for this role is someone who can offer wise counsel to others that is grounded in biblical theology but flows from experience in the shaping victories, defeats and challenges of life in Kingdom ministry.

Given the sensitive nature of this work it is essential the selected candidate be a person of high integrity, moral character and trustworthiness who keeps confidences. He will exude the fruit of the Holy Spirit, will handle the Word of God well in public forums and personal discussions. He will listen to others and possess emotional maturity and relational intelligence. Gifted with discernment, this person will be able to read a room or situation accurately and respond with truth, love, understanding and compassion. When called for help in active crisis or conflict, this individual will be a non-anxious, pastoral presence and resource that is able to bring a calm response that helps others meet the needs of the moment and navigate it effectively. He will guide district leaders and pastors toward meaningful resources that foster recovery and restoration.

This area has not had full-time attention in a decade so it is important this person have an ability to thoughtfully assess the current state of each area the EFCA Pastoral Care Ministries. He will need to ask questions to understand what works and invite constructive critique from those served by these ministries. Then, to explore new and refreshed approaches that will improve or advance care in meaningful ways. Ideally, this person will bring people together, work well with teams, and effectively guide plans that lead to real help and development in this area. Given the autonomy and interdependence that characterize the EFCA, it is important this person knows how to influence others, taking time to socialize ideas and gain input from district leaders before finalizing objectives and implementing ideas or plans.

The right fit for this role will be personally warm and approachable; someone who connects easily with others and someone others enjoy being around. Embodying an authentic care for people, he will display a confident leadership style that has been softened by the wisdom of real-life experience. Humble yet firm as needed, he will shepherd people, teams and situations with care, not making the hard places harder, but clarifying next steps and fostering hope and faith in the redemptive heart of God. A self-starter, this person will take initiative to build relationships and connections with district superintendents, staff and those who serve churches in order to provide the kind of vital resources needed. It is important this person be visible, known and present at various national and district conferences in order to keep pastoral care at the forefront of ministry within the EFCA.

Ideally, the right candidate will be influential in advancing a culture of pastoral health and care throughout the EFCA. He will champion the value of pastoral well being, for pastors, their spouses and families. He will encourage pastors to address issues before they loom large, and will ensure the development of a network of active, affordable resources that provide real help to pastors, district superintendents and staff who serve local churches across the country.

Candidate Qualifications

These descriptions represent the ideal experience or background:

- A committed relationship to Jesus Christ and passion to see ministry leaders within the EFCA healthy, supported and well cared for. Spiritually mature faith and wisdom that has been tested and proven through experience in life and ministry.
- Ordained or able to be ordained in the [Evangelical Free Church of America](#).
- Master of Divinity degree or higher.
- Ideally, 10 years of experience in pastoral ministry in a local EFCA congregation.
- Active member of an EFCA congregation.

Inquiry Process

If after reading this description you have interest in the EFCA Director of Pastoral Theology and Care position, 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 format only**).
2. The **results of any personal assessments** you have completed (StrengthsFinder; DiSC; Meyers- Briggs, etc.) in the last three years.
3. **Five references** (one supervisor, two peer, one subordinate, and one of your choice). These references will be contacted later in the process with your prior approval.
4. **Written responses to the following four questions** (prepared and attached in a Word document).
 1. What is it about the Director of Pastoral Theology and Care opportunity that attracts you to the position? What, in your experience, has best prepared you for this position?
 2. How do you define or understand pastoral theology? How does it differ from practical theology? Why is the difference important as you engage in care of others?
 3. What are some of the major issues facing pastors and what are some important ways you would provide care?
 4. How has your own faith enabled you to weather both the highs and lows of your ministry?
 5. Tell us about your ability and/or desire to build systems and structures that enable ministry.

Please submit your information to:

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