



President *of the* Evangelical Free Church of America

Overview

The Evangelical Free Church of America is seeking its next President. This person will have the opportunity to strengthen and unify the focus and impact of the mission to multiply transformational churches among all people. This is a rare opportunity for a high-capacity leader to work to provide spiritual and directional leadership for the national and global ministries of the EFCA.

The Evangelical Free Church of America is a unique movement of 1,600 congregations nationally that is known for sound theology, including a high value for learning and theological education, and an evangelical mandate to be part of advancing the gospel of Jesus Christ and his Kingdom by multiplying and strengthening both churches and leaders.

The incoming President will report directly to the Board of Directors. He will give leadership to the ministries of the EFCA, both national and global, and work in conjunction with others in the development of a healthy and vibrant culture within the EFCA national office. This role calls for a catalytic organizational leader who will spark inspiration and momentum to achieve the mission, working with and through others to align and improve the EFCA's effectiveness.

The Opportunity

The next President will have the opportunity to influence the future of the EFCA. The person who fills this position will need to work to bring clarity on how to live out the best aspects of the EFCA, being *Biblical and Missional, United and Free*, through fresh ideas and thoughts on how to do ministry and what the EFCA is and will be. Through various means of communication, including writing, there is a real opportunity to lead people well and shape the future of the EFCA. The EFCA needs this leader to help bring clarity on what it means to be autonomous and interdependent, what the role of the EFCA and its leaders is to speak into cultural issues, and how to achieve greater investment into the work of the EFCA from its churches, pastors, missionaries, and leaders.

Relationships are important within the EFCA. The relational bent of the movement is both a blessing and a challenge to navigate, particularly when relationship rubs up against the autonomy or authority of local congregations and districts. There is an ever-increasing need for inspiration and leadership that clarifies, supports and empowers those who serve at the local church level to live into the value of their interdependence within the EFCA.

Because this role oversees a diverse group of ministries nationally and globally, with sub ministries that are very different from one another, the incoming leader will face the challenge of grounding it all together and aligning it under the mission and vision of the EFCA as a whole. It will be exciting to see what kinds of fresh energy and potential can be developed as new opportunities for collaboration and integration are empowered and launched.



It is essential that the next President of the EFCA reflects the ethos of the EFCA theologically, missionally, and in cultural engagement. One reflection of that ethos is the Statement on Denials and Affirmations that was presented at the 2023 EFCA One Conference as a joint statement of the Board of Directors and Board of Ministerial Standing and affirmed by the District Superintendents. Throughout the country, culture and society are shifting at a rapid pace. District leaders, in particular, see an ever-increasing need for the national office to understand the realities and implications of these changes and be prepared to speak to them from a biblical framework. The incoming leader will play a key role in providing a voice and direction in some of these conversations in order to better prepare, equip and support churches and local ministries to stand strong in the face of increased challenges.

The vision is compelling, but the challenges of limited shared resources within the EFCA national offices are real. The complexities of limited shared resources such as communications, event planning, IT support, and fundraising require all leaders to work effectively within these realities and to demonstrate flexibility when the priorities of others take precedence. Advanced planning skills, creative problem-solving and the ability to work cooperatively with peers will help the incoming leader find success in a complex environment.

In this role, the President will not only continue the legacy of the EFCA but also ignite movement toward deeper faith and broader outreach. The opportunity is both an honor and a responsibility, promising to inspire transformational change in the lives of individuals and communities alike.

Qualities and Traits

- **Humble Leader** — Leadership characterized by genuine relationships, humility, inquisitiveness, a collaborative spirit, and dependence on the Holy Spirit
- **Prophetic Leader** — Capacity to convey theological truths with compelling conviction
- **Theological Leader** — Theological acuity and skill in articulating evangelical distinctives with winsomeness and clarity
- **Spiritual Leader** — A vibrant, personal relationship with the Lord, coupled with a dedication to ongoing spiritual and leadership growth
- **Equipping Leader** — Love for the local church and a passion to see church leaders, missionaries, and pastors equipped for ministry



Qualifications

- A Masters Degree or higher is preferred, or substantial professional experience with robust engagement in theological discourse
- Demonstrated leadership in managing diverse groups and driving organizational development
- Exceptional communication skills, with a talent for engaging audiences through insightful theological perspectives
- Proven track record in leading fundraising initiatives and cultivating relationships with a range of stakeholders
- Commitment to collaborative governance, with experience working closely with a Board to advance strategic goals
- Ordained in the EFCA or willing to be Ordained

Framework

- **Guardian** — The President shall guard and champion the Statement of Faith, mission, vision, values, reputation, and culture of the EFCA so that they are demonstrated consistently by EFCA Staff and throughout the ministries of the EFCA.
- **Architect** — The President shall ensure the EFCA is well led at all levels and structured appropriately for the accomplishment of the ENDS defined by the Board of Directors.
- **Coalition Builder** — The President shall lead the development, implementation, and evaluation of strategic plans to increase the effectiveness of EFCA ministries and the interdependence of EFCA churches
- **Connector** — The President shall build trusting relationships with the Board of Directors, Board of Ministerial Standing, District Superintendents, Reach National, Reach Global and other ministry partners by listening well, communicating clearly, and collaborating effectively for accomplishment of the ENDS of the EFCA.
- **Resource Catalyst** — The President shall catalyze the development of people and financial resources necessary for accomplishment of the ENDS of the EFCA.



Personal Character

- **Spiritual**
 - + loves God in a way that is displayed in his love for people
 - + walks with Christ in a way that is worthy of imitation
 - + exhibits the biblical qualities of an elder
 - + demonstrates humility; is slow to speak, quick to listen
 - + prays fervently
 - + loves God's Word and lives under its authority
 - + exemplifies a spirit of generosity and hospitality
 - + is engaged in making disciples
 - + has a heart for all people
 - + displays godly wisdom

- **Emotional**
 - + demonstrates a strong sense of identity in Christ
 - + is aware of his strengths and weaknesses and appreciates the strengths of others
 - + shows resilience in the face of challenge
 - + maintains a sense of humor

- **Relational**
 - + has healthy family relationships
 - + has strong relationships with colleagues and constituents
 - + has a good reputation within the community



Leadership Competencies

- **Organizational Leadership**
 - + has a proven ability to cast vision and align an organization and its various constituencies around a central vision
 - + is a strategic thinker who intentionally builds and maintains a healthy organizational culture
 - + will work collaboratively with and under the authority of the Board of Directors
 - + inspires, leads and mentors a younger generation of leaders
 - + can lead organizations through change
 - + has strong conflict resolution skills
 - + can successfully lead fundraising initiatives
 - + has experience in financial management
 - + can lead the diverse and complex ministries of the EFCA
 - + can build teams and empower others to lead a high capacity and a disciplined, well managed and balanced life
 - + has the physical stamina and a family situation to allow for extensive travel
- **EFCA Leadership**
 - + is fully committed to the EFCA Statement of Faith and passionate about the centrality of the gospel of Jesus Christ
 - + believes that the local church is central to the plan of God in the world
 - + is committed to the mission of church planting and of multiplying ministry
 - + understands and is committed to the EFCA ethos, particularly
 - our central biblical convictions in which we allow differences on secondary matters,
 - our congregational polity,
 - our willingness to work with others of like evangelical faith, and
 - our emphasis on valuing all people
 - + understands the EFCA district structure and is committed to working with and through the district superintendents to accomplish ministry
 - + empowers men and women for leadership from all racial, ethnic and socioeconomic groups