

Hello [First Name here],

Thank you for connecting with us regarding Maranatha Evangelical Free Church's next Lead Pastor position. We are excited to see the Lord work during the process to bring the most fitting person and family to this church, which we think is a great place to serve.

This document includes five key elements that will help you understand Maranatha and the role we are seeking to fill. You'll read a profile of what Maranatha Evangelical Free Church is like today, and a description of the community and region of Rice Lake, Wisconsin. You'll then read what our church's Elders anticipate by way of the ministry Priorities of our next Lead Pastor and a description of what an ideal pastoral candidate may be like. Finally, our next Lead Pastor's Job Description is included.

You will learn more about Maranatha by visiting our website at Maranathafree.com. If you believe Maranatha might be a fitting place for you, please email your resume to our Pastoral Search Team at NextPastor@maranathafree.com. Besides what your resume says about yourself, your education, and your ministry experience, please be sure it includes a photo of you and your family and links to two representative sermons you have recently preached.

Thank you, again, for considering Maranatha as a next possible place of ministry. You can expect an acknowledgment of the receipt of your resume, and a more specific reply once we are able to consider your resume as a team. It will not be helpful to phone call the church. We'll be praying for you and your family as we walk through this process together.

The Pastoral Search Team of Maranatha
John Peterson, Chairman

Church Profile:

Maranatha Evangelical Free Church

Maranathafree.com

Rice Lake, Wisconsin

Maranatha is a warm, vibrant, and loving multi-generational church community in Rice Lake, Wisconsin, where you feel like you've come home the moment you walk through the doors. Since our beginnings in 1935, we have grown into a family that focuses on teaching the truth of the Word of God while calling people to be disciples of Jesus. We are grateful to be one of the more than 1,600 Evangelical Free Churches of America.

On Sundays, you'll find an active congregation averaging nearly 300 in attendance each week experiencing quality worship with substantive biblical preaching. We want to be known as the church in Barron County where you will hear engaging preaching drawn from the text of the Bible and be led to become a faithful disciple of Jesus Christ. With about half of our congregation under the age of 46, the growing children's, youth, men's and women's ministries support families who find a warm welcome at Maranatha.

People in the Rice Lake community see Maranatha as the church that is willing to go beyond to serve the people of our local community. We have helped the local police, served those impacted by local disasters, searched for missing children, housed the homeless, and have an ongoing 'Helping Hands' ministry of moving, repairing, and building for those in the community who need assistance. We actively support missionaries missions ministries who extend the gospel both locally and around the world.

The church is very healthy financially with giving above budget and solid reserves. We currently have two full-time pastors (an Interim Lead Pastor and a Youth Pastor), a part-time Worship Arts Director and a part-time Children's Ministries Director, along with other support staff. As our previous two Lead Pastors have served for 15 and 10+ years, we anticipate that the next Lead Pastor will continue in the legacy of Maranatha's long-term Lead Pastors. When he is called, he will be able to build on the healthy ministry that the current Interim Pastor will leave.

Community Profile:

What is Rice Lake, Wisconsin like?

Located in Wisconsin's northwoods country in the beautiful Red Cedar River valley, the community of Rice Lake offers residents a unique blend of what the Chamber of Commerce calls *Big Time Fun, Small Town Nice*. This city of 9,000, the largest in Barron County (45,000 residents), is 100 miles northeast of the Twin Cities of Minneapolis and St. Paul and an hour and a half from magnificent Lake Superior. It is the primary retail shopping area for the entire region between Eau Claire, WI and Duluth, MN.

The overall cost of living in Rice Lake is 7-12% lower than the national average. While groceries and healthcare are about the same as elsewhere, housing costs are 22% lower, utilities are 11% lower, and gasoline is currently about \$0.20 per gallon lower than the national average.

Rice Lake earned its name from the wild rice beds harvested by the Chippewa and other American Indian groups in the past. Now it is surrounded by vast corn and soybean fields and dairy farms overseen by a mix of large-scale operations and generational family farms.

You can spend a day exploring the city's friendly small-town setting, varied restaurants, and quaint stores lining Main Street, or take a walk along the quiet Rice Lake waterfront or the popular Cedar Side Trail that runs alongside the Red Cedar river. Shop for what you need at major national retailers or visit one of the many local stores.

The outdoor recreation opportunities in the Rice Lake area are outstanding. The long list of trail activities include hiking, biking, UTV/ATVing, snowmobiling and cross-country skiing. This area boasts some of the best-designed and expertly groomed cross-country ski trail systems in Wisconsin within a short drive of downtown Rice Lake, and is home to downhill skiing and tubing slopes. Area lakes afford fantastic opportunities for fishing and boating on Rice Lake area's big and small lakes which during the winter make this area one of Wisconsin's top ice fishing destinations. The region has 7 golf courses, including the 18-hole Turtleback Golf course and the famed Tagalong course.

Manufacturing, healthcare, and retail trade are the leading industries driving the economy in Rice Lake, Wisconsin. Serving as the primary economic, medical, and educational hub for Barron County and surrounding communities, Rice Lake supports a resilient job market anchored by major regional employers. The largest employers are Rice Lake Weighing Systems, Marshfield Medical Center, Quanex, the Rice Lake Area School District, and Northwood Technical College.

In Rice Lake you get to experience all four seasons. Summers can be quite warm and sunny with a bit of humidity; Fall features comfortable weather and colorful leaves; Winter is ... real winter (bring a warm coat, thick gloves, and tall boots!), and Spring has the beauty of new life that can be seen bounding up all around.

Rice Lake is a great part of the world to serve as a Pastor and to experience as a family.

Maranatha Lead Pastor Priorities and Profile

Roles Priorities for Maranatha's next Lead Pastor:

Every Lead Pastor needs skills as Leader, Preacher, and Counselor. However, because no one man can do them all equally effectively, MEFC's Elders prioritize those roles this way:

Leader, Preacher, Counselor

Maranatha's Elders see our next Lead Pastor's key role is that of *Leader*, but he must also be an excellent *Preacher* who has a shepherd's heart for offering counsel to the people of the church he leads.

Lead Pastor Profile

Character

1. He is a man of integrity and faithfulness, and clearly fulfills the Bible's qualifications of an Elder in Timothy & Titus.
2. He shows clear commitment to the well-being and growth of his family.
3. He *desires to* and is *able to partner* with and bring visionary leadership to an Elder Board while *willingly* serving under their ultimate authority.
4. He is a lifelong learner, especially of God's Word

Competence

1. He focuses on the Church's mission to make disciples who make disciples.
2. He is a gifted preacher who can effectively communicate the meaning and application of the Bible to a broad range of listeners.
3. He multiplies his gifts and ministry through others.
He's committed to developing and equipping leaders who can effectively do the work of ministry.
He ensures that congregational care is well done by developing others to do shepherding.
He is responsible that the church is well administrated and organized through gifted people.
4. He has successful experience finding, hiring, and developing gifted staff and leaders.

Calling

1. He has a God-given sense of vision and can lead fellow elders and a congregation toward that vision.
2. He agrees without hesitation with the EFCA Statement of Faith and the Nashville Statement on Sexuality.
3. If not currently credentialed, he agrees to obtain EFCA licensure within 3 years of hiring and desires to move toward EFCA ordination.

In addition to the above, the following may be true of an ideal pastoral candidate, *but we're flexible*:

1. He has a Master's degree from a recognized Seminary.
2. He has experience administrating the activities and staff of a multiple-staff church, or has a track record of ministry that demonstrates an equivalent capacity
3. He would fit with Maranatha's culture and practice of a complementarian, not egalitarian, view of marriage and women's leadership roles in church, and believer's baptism by immersion.

Factors that *may* enable the best *Chemistry* fit as Maranatha's Lead Pastor:

1. He and/or his wife has experience in the mid-west, and in particular the upper mid-west culture and environment.
2. His family is positive toward a strong homeschooling presence in the church.
3. His preaching generally tends to be more biblically text-driven than topic-driven.

Lead Pastor Job Description

Maranatha Evangelical Free Church

Job Summary

The Lead Pastor is the church's primary preacher and teacher of the Word of God, and is responsible to bring overall vision and leadership to the ministries of the church. As the 'first among equals' on Maranatha's Elder Board and as leader of the church staff, he gives spiritual, administrative, and shepherding oversight to the church's ministries, works toward the spiritual depth and growth of the congregation, and helps guide the vision of the church to reach its community and world with the transforming Gospel of Jesus Christ.

➤ Preach/Teach

- He will dedicate time during the week for prayer, study, writing, and preparation to teach and preach the Word of God at worship services and other opportunities that the Lord opens doors to do so.
- He will call people to respond to the Gospel of Jesus Christ through faith, and to life-transformation through the Holy Spirit.
- While working with those planning the public worship services, the Lead Pastor will have the overall responsibility that the services are effective at drawing participants to magnify and revere the Lord, and to respond to the Lord's call on their lives.

➤ Lead

Lead the Church

- In partnership with the Elder Board, the Lead Pastor is a key voice in the establishment and communication of the church's vision, and gives oversight to ensure that all church ministries are in alignment with that vision as they fulfill Christ's mission of making disciplemakers of Maranatha's constituents, of Barron County's populace, and of the world.
- He gives oversight to ensure that the administrative functions of the church office and of the broader church are effectively handled by trained and gifted individuals.
- He ensures that the shepherding needs of congregational care are addressed personally and/or through other trained and gifted persons in the church. These shepherding responsibilities may include crisis care intervention, weddings, funerals, baptisms, dedications, counseling, visitation, etc.
- The Lead Pastor will be a model of and champion for prayer to be a vital element of church life.
- He is a primary face of Maranatha in the Rice Lake and Barron County community, representing the church before the region's pastors, the community at large, and the Evangelical Free Church Association.
- As a member of the Nominating Committee, he helps guide the selection of future Maranatha Elders.

Lead the Staff

- He is responsible to lead the church staff so that they effectively fulfill the duties to which they are called/assigned.
- He conducts and document regular (at least semi-annually) reviews of each staff member and works with them to create plans to help them grow in their ability to excel in their ministries.
- He fosters an environment of teamwork and transparent communication within the staff, and sees that any conflicts are addressed. Conflicts that may arise between a staff member and the Lead Pastor will be addressed in a timely manner with the assistance of the Elder Board.

Lead the Elders

- He serves in partnership with the Elder Board to establish, implement, and evaluate the vision and mission of the church.
- He gives a monthly report of his ministry activities and regularly reports his assessment of the staff and the church ministries to the Elders.
- He equips Elders to be effective in fulfilling their Elder responsibilities.
- He meets regularly with Elder Board Chairman to establish priorities for the Board and to identify the agenda for Elder Board meetings.
- He works with the Elders to assess the ongoing spiritual condition and needs of the church.

Accountability

- He acts as the 'first among equals' as part of Marantha's Elder Board while being subject to the authority and oversight of the Board.
- His ministry will be regularly (at least semi-annually) reviewed by the Elder Board, and he will be part of the regular assessment of the Elders.
- Other specifics relating to this position are described in MEFC by-laws.

Compensation and Benefits

\$92,000 - \$100,000 compensation includes salary & housing. No separate medical Insurance.

Vacation commensurate with experience (2-4 weeks)

Ministry expenses (mileage, books, conferences & study leave)

Sabbatical available every 7 years