



Join the Calvary Ministry Team!

We are searching for a full-time

**DIRECTOR OF NEXT
GENERATION MINISTRY**



OPPORTUNITY PROFILE
CALVARY LUTHERAN CHURCH (ALEXANDRIA, MN)
DIRECTOR OF NEXT GENERATION MINISTRIES

PRESENTED BY SIMA PARTNERS FOR FAITH BASED ORGANIZATIONS

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THE CONTEXT

Calvary Church is a fast-growing evangelical, forward-thinking Lutheran congregation located in the heart of Alexandria, Minnesota. We are blessed to experience amazing growth in membership, in community impact, and in innovation. This growth is directly tied to the passion we have for and intention we have in our mission *to lead all people to a lifelong faith in Jesus Christ*. We live out that mission in three ways: We WORSHIP. We CONNECT. And We SERVE.

One of the foundations of our church is our invitation culture that is born out of our understanding of the radical grace of God. We don't believe at Calvary that you need to believe what we do or behave any certain way in order to belong. Whatever your life or faith looks like - regardless of how messy and imperfect it may feel - this is a place for you.

In fulfilling our mission to Alexandria and beyond, Calvary realizes the life-changing difference a life of faith in Jesus Christ makes, Calvary embarked on a three-year plan to go deeper as identified below:



MINISTRIES and STATE OF CALVARY

Calvary features an extremely strong and gifted staff led by Lead Pastor Hans Dahl who was called in 2012. In 2019 Pastor Angie Larson joined the team as Executive Pastor. Both ministry areas and administration are well in hand with excellent staff and lay leadership.



During the 'program year', Calvary Lutheran Church offers three worship services with 800 in worship each week. A high point each summer is Calvary at the Lake. In addition, a lakeside worship on the shores of Lake Carlos at Luther Crest Bible Camp, this service attracts both Calvary members and vacationers from the greater Alexandria area.

Through Covid 19, Calvary has responded to the pandemic by doubling-down efforts in online ministry, hiring full time Video Production staff and will soon be hiring a Digital Minister. Engaging thousands of people per week, Calvary has become a leading church

in digital ministry and has extended our reach widely beyond Alexandria, reaching coast to coast. Engagement on social media, website development, and Youtube happen daily. Calvary offers a Daily Dose Video Devotional and relevant, easily accessible videos to continue faith conversations in the home.

In a concerted effort to build a deeper sense of community, over 40 small groups were started in 2017, called Connect Groups. These have involved over 200 members. The desire to build connections has also extended into kid and student ministries as 17 student and 8 parent Connect Groups were started.

A commitment to serving the local community is deeply embedded in Calvary's DNA. To that end, Calvary dedicates both significant financial and volunteer resources to a number of local



community organizations including the United Way Backpack Attack program, Habitat for Humanity, the high school food shelf, and Meals from the Heart. In addition, Calvary is committed to and involved in global missions featuring a newly launched project partnering with Globeserve Ministries in Ghana, West Africa

Caring Ministries, extending love and care to congregation members, is a growing area at Calvary. Featuring visits to hospitals and care facilities and homes, individuals and families are extended the love of Christ, including communion and grief support.

A very exciting development is the recently completed \$7M building renovation and addition which has created refurbished and new space through which Calvary can continue to grow. Highlights of work include:

New worship space addition; Second floor renovations; Calvary Preschool; Main level renovations, including new restrooms and opening up of the Hub space, Exterior work on landscaping, painting, parking lot, and more.

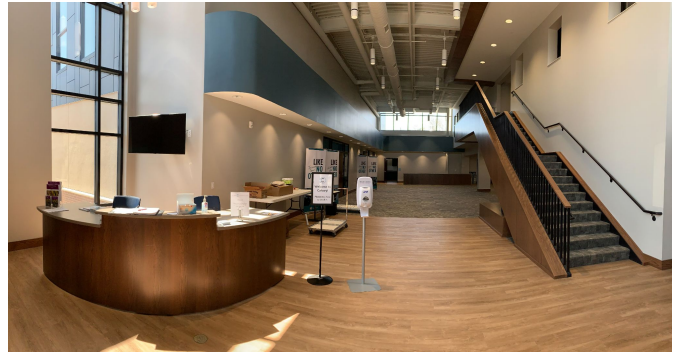
Continuing a commitment to make an impact beyond its walls, Calvary has recently created a very exciting initiative aimed at helping other congregations to thrive. To this end, Calvary leaders, partners and staff developed and submitted a grant request to the Lilly Foundation of Indianapolis, IN. This innovative proposal utilized the strengths of Calvary to gather, develop, strengthen and equip a network of outstate congregations, called the Calvary Partner Network. The purpose of the network is to help churches gain clarity, vitality and adaptability through one-on-one coaching, retreat gatherings, webinars and resources such as curriculum, sermons, bulletins & training. Calvary's proposal was selected by Lilly as one of 92 grants awarded. More information can be found at: <http://www.calvarypartners.org>

Even through Covid 19, Calvary remains in excellent shape financially with an annual budget of \$1.1M, and continued growth in giving levels among congregation members.



In addition, Calvary Lutheran Preschool is owned and operated by the church and licensed by the Minnesota Department of Human Services-Division of Licensing. The school is highly regarded ministry of the congregation that welcomes 3 – 5 year olds of community members. This nearly 30-year old ministry receives regular Four-Star ratings.

While Calvary Lutheran offers a multitude of ministries for kids, students and the people who love them, worship has been an intentional component with an average of 250 young people and parents gathering together each Wednesday evening.



The Next Gen Ministries at Calvary currently consists of:



KIDS MINISTRY (AGE 3 - 3RD GRADE)

From the time a child is born to the time they turn 18 there are just 936 weeks. It's the hope at Calvary that each week families can build towards a foundation of faith with children. One of the innovative initiatives of kids ministry is a way for Calvary to partner families by offering a home delivered kit each month called "Calvary Crates." These 'crates' are delivered right to the door for young children and are packed with Bible lessons, activities and crafts. Over 450 children receive Calvary Crates monthly. Vacation Bible School at Calvary attracts nearly 400 students from across the area.

IMPACT (4TH - 5TH GRADE)

The 4th and 5th grade program for students is called Impact as an intentional way to partner with families to make an impact in their student's faith journey. Every Wednesday Impact students are part of volunteer-led small groups where connections and conversations take place around the Bible, how it relates to students' lives, leadership and more!

STUDENT MINISTRY (6TH - 12TH GRADE)

Student Groups are held on Wednesday nights following worship. When in person, nearly 250 students and their parents attend worship together on Wednesday night then enter into small groups we call ELEVATE and FUSE led by gifted adult leaders. Calvary's online student presence is strong with live Youtube Student Events. Regularly, students receive a box at their home that coordinates with an online teaching about topics relevant to young people and their families. In the summer Calvary high school students are invited to join for a Houseboat trip to Rainy Lake, MN. For five days, students and gifted adult leaders pray, worship, fish, swim, and live in Christian community together.



THE COMMUNITY

First settled in 1858, Alexandria is located approximately two hours west-northwest of Minneapolis-St. Paul in the lake country of central Minnesota. In 2019, Alexandria was picked as a "Top 10 Best Small Town" by the Livability website. The city is often abbreviated as "Alex" (pronounced "Alek") and is known as a hotspot for tourism, due to its many lakes and resorts. Alexandria has also become a regional center for manufacturing, retail and service businesses, along with education, arts, medicine.

The current population of the City is 13,045 within city limits, but the unique layout of over 300 lakes in the county makes the service area closer to 35,000 people. It is projected by the year 2030 the county population will have grown to 49,898

Estimated median house or condo value in 2016 was \$177,514, making it a highly affordable location with excellent community services, schools and health care.



Alexandria Area Schools consists of six elementary schools, one 6th–8th grade junior high school, and one new 9th–12th grade senior high school (Alexandria Area High School). There are also several independent K–8 Christian schools in the area. Alexandria Technical & Community College offers post-secondary education, including certificate programs, 2-year associate degrees and transferable credits towards 4 year degrees.

The Alexandria area is a leader in providing state-of-the-art medical facilities and health care options for its residents and for those in the outlying region. The local hospital has earned numerous accreditations through the years, and many chiropractic, naturopathic, dental and specialty care providers offer services throughout the area, which is also home to quality senior living services and facilities.

More can be found at <https://explorealex.com/alexandria-mn/>

THE NEED, THE OPPORTUNITY AND THE ROLE

It is into this context that Calvary Lutheran Church is seeking to call a Director of Next Gen Ministries who will possess the experience, gifts and motivation to help lead the ministries with children, youth and families toward the desired future. Calvary is looking for a dynamic, innovative leader who loves God and possesses a combination of organizational and pastoral leadership skills.



The Director of Next Gen Ministries will embrace the vision for Calvary's future and imaginatively integrate this vision into the Next Gen Ministries. The ideal individual will be real, authentic and comfortable in their own skin who loves and extends themselves into the lives of others. Because tending to one another is woven into the fabric and ethos at Calvary, the ideal person will be one who loves the staff, congregation, kids and parents as well as the community beyond Calvary. They will lead through relationships where people always come first and will love spending time with them. They will engage all with whom they come in contact relationally - providing program direction and oversight but also personal care. The Director of Next Gen Ministries will be

intentional about building personal connections with young people and their parents formally and informally. They will also extend themselves into the broader community creating connections with and building bridges for expanded impact in the lives of children and youth.

The Director of Next Gen Ministries will lead the ministries of Calvary by engaging in broad oversight of the programmatic and age focused areas and the associated staff so that all ministries move forward in alignment with the vision. They will advance a staff culture where 'doing the right thing' is more important than doing things right. They will motivate, empower and catalyze the staff and volunteers, leveraging their gifts and resourcing them to attain the vision and objectives, raising ministries to the next level.

The ideal candidate for the Next Gen Ministry position will be able to think big and breathe life into the existing ministries. They will be gifted, skilled and motivated to champion all age groups while partnering with parents to expand a loving network of caring adults who are committed to helping young people grow in faith. They will need to be able to align staff and lay leaders to the vision and help them to work together while serving, supporting and equipping those in leadership of the various ministries and programs. The ideal Next Gen Minister will continually assess and gauge effectiveness of ministries, not being afraid to adapt and innovate with imagination as needed.



QUALIFICATIONS

- B.A. Degree or higher, preferably in Youth or Child Ministries or Theology
- Theological alignment as expressed in and through Calvary Lutheran
- 3 – 5 years of leadership experience with youth, children and families in a medium to large context, including staff and volunteer oversight
- Demonstrated excellence in public and interpersonal communication

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

INQUIRY PROCESS

To apply for the position, please contact us via email and include a current resume outlining your experience and relevant qualifications and sermon samples or links. In addition, please provide succinct responses to the following questions:

- After familiarizing yourself with the mission, values and theological perspectives of Calvary, please comment on the ways in which your personal theology and vision for leadership are in alignment.
- What leadership have you provided in the context of a church or ministry that would lend itself to success in the Next Gen Pastor position? Please indicate the roles and responsibilities you held and the size and nature of the organization.
- Please articulate your understanding of the role of the church in the changing cultural landscape and how this impacts ministry with next gen populations
- What is most motivating or compelling to you about the position at Calvary?

Please also provide at least five references including email and phone contact information for each person. We will not contact your references until later in the process and only upon your approval.

Please submit all materials to:

Rick Heltne Partner-Senior Search Consultant
rheltne@simapartners.com