

**Opportunity Profile for Executive Pastor
Browncroft Community Church
Rochester, NY**

Overview

Browncroft Community Church (www.browncroft.org) is a church in transition. Known as the church with the big blue roof on the east side of Rochester, New York, Browncroft is proud of its legacy of more than 88 years of effective ministry in its community. Over the past 10 years the church has experienced a number of growing pains as it transitions into the 21st Century. Some of these transitions include the adoption of a unified, contemporary worship style, staff changes, remodeling and updating the physical space, and broadening the church's long standing commitment to missions through an added focus on "missional" living in everyday life. The call of Senior Pastor Rob Cattalani five and a half years ago continued the momentum of change toward a more contemporary and culturally relevant approach to ministry.

While these transitions are generally viewed positively, they have also brought to light the need for a skilled Executive Pastor, a position that will be new to Browncroft Church. Browncroft envisions a high level Executive Pastor who will partner with Pastor Rob and Elders in leading the vision, the staff and the congregation to fulfill God's purposes for the church across the street and around the world.

The Context

Browncroft is an independent, non-denominational church of about 1400 people that seeks to invite people into a life-changing relationship with Jesus. Offering two contemporary worship services (9:30am & 11 am), Browncroft seeks to create an environment where lives can be transformed and experienced as God intended. In addition to a vibrant worship experience, the church offers a wide variety of growth, ministry and service opportunities for all ages throughout the week.

Nestled along the banks of Lake Ontario, Rochester is a beautiful city with rolling hills and a family friendly cost of living. Nearly 1 million people live in the areas surrounding Rochester, while approximately 200,000 people are at home in the city itself. Home to Strong Memorial Hospital, the largest employer in the area, Rochester is also headquarters to companies like Xerox, Bosch & Lomb and Kodak. In addition, it is a center for higher education with the University of Rochester, Rochester Institute of Technology, Roberts Wesleyan College, St. John Fisher College and others nearby.

The Opportunity

There is a sense that “things are happening” at BCC. The last ten years have seen a draw toward innovation and increased cultural relevance at Browncroft. The potential growth and influence of a dynamic, leading church in this region of the Northeast is exciting. As the church has leaned into the opportunity to adapt its ministry to reach the next generation, it has seen a large number of young families integrate into the church as well as many from a Catholic tradition. While they recognize that some of the change has been good, it has also rubbed against those who resonate with the established, traditional history of the church. In general, the congregation feels a high degree of satisfaction with the weekend worship experience, but there are those who express frustration and concern over the pace, direction and communication of change. The Executive Pastor at Browncroft will enter a church that needs his wisdom and experience to navigate the multi-faceted challenges of this kind of 21st century transition.

As one might expect, the momentum of growth and transition at Browncroft has revealed the need for internal organizational development. The new Executive Pastor will be called on to assess the big picture and to build out the systems and structures that will serve the church as it continues on a trajectory of growth and development. He will lead and manage the staff to implement the vision in a strategic, cohesive and integrated way. The Executive Pastor will report directly to Pastor Rob. He will also participate in Elder meetings with Pastor Rob, and serve as a liaison and advocate between the Elders and the staff.

While individually energized by the fresh vision at Browncroft, the staff tends to operate independent of one another and lack alignment in the overall implementation of ministry. They look forward to an Executive Pastor who will unify them as a team and serve as a “pastor to pastors” and a “leader of leaders.” Throughout the organization there is a call for more and better communication, increased listening, clear decision-making process and avenues for effective two-way communication. As staff leader, the Executive Pastor will have the opportunity to create an infrastructure for the church that encourages the sum to be greater than the individual parts. He will be central to increasing connectivity amongst the staff, Elders and congregation, and develop clear directional process for communication and decision-making. As effective systems are developed and put into place, Browncroft will be positioned to grow and thrive as never before.

The selected Executive Pastor will be personally accessible to others, and will listen attentively to both concerns and ideas. He will invite and facilitate appropriate participation from this congregationally governed body, while keeping the main thing the main thing, and remaining firm in the face of abundant “good ideas and suggestions.” He will inspire confidence from those he leads through his church

management experience and acumen, his personal availability to others, a non-anxious personal presence, and a consistency in his character that is modeled both in the church and in the community. The right candidate will bring a strategic yet pastoral presence to Browncroft that values clarity and predictability in systems, yet understands the need for flexibility so as to empower organic, Spirit-led growth and opportunity. At the end of the day he will act as an advocate for the people of Browncroft, championing the right ideas, structures and systems that make sense and serve people - Pastors, Elders, staff and the congregation.

One of the most important points of selection for the Executive Pastor at Browncroft will be the "fit" with Pastor Rob Cattalani. More than an implementer of vision (as is the description of many executive pastor roles), the right candidate for Browncroft will be a trusted partner to Pastor Rob who serve alongside him and the Elders in the formation of the right vision. Many in the church describe Pastor Rob as an "idea powerhouse" who is forward-thinking, well-read and in tune with contemporary thought and current culture. At the same time, he is described as solidly biblical and someone who holds securely to the historic truths of the faith and Scriptures. He is a compelling and motivating communicator who connects easily with people from the pulpit. Having grown up in the Rochester area, Pastor Rob understands this culture and wants to draw out the potential of Browncroft Church. Naturally curious and unafraid of change, he enjoys opening up new possibilities for effective ministry.

Over the past couple of years he has recognized some flat spots in his leadership. While he is strongly motivated to identify new directions for the church, he is less motivated to provide the organizational "rails" for effective implementation and follow through. The effective Executive Pastor will work with Pastor Rob to vet out the very best ideas. He will bring a sense of clarity and wise judgment to the decision making process to sharpen and affirm that "this is the right thing" and to suggest an appropriate pace for implementation that will ultimately allow the vision to be realized. This individual will be key and central to the execution of ideas while balancing the tension between organizational stability and forward momentum.

With the right Executive Pastor in partnership with Pastor Rob the possibilities for Browncroft Community Church are endless. Family Life Center, multi-site potential, increased global impact, transformed lives, needs met... the list goes on. The ideal candidate will dream big, welcome the challenge and have a heart that encourages others to join in the journey to see what God will do through Browncroft Church in the Rochester community and around the world.

Candidate Criteria

The successful Executive Pastor candidate at Browncroft Community Church will have:

- A Bachelor degree minimum, Graduate degree strongly preferred
- A demonstrated capacity to lead in complex organizations involving paid staff, lay leadership, Board governance, ministry teams and volunteers
- Previous successful leadership and management experience in a church or faith based organization
- Experience in change management and conflict resolution
- A demonstrated capacity to communicate effectively to groups and individuals

Inquiry Process

If this description sparks some interest in you and if you meet the qualifications for the role, you are invited to submit your resume for consideration. If you know of someone who may be a fit for the ministry at Browncroft Community Church, you are invited to forward on this profile for consideration.

Over the years, we have found that one can learn only so much from a resume. In order to help us get a more complete picture of you and your interest in Browncroft Community Church, please provide us with responses to the following questions:

1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry.
2. What is it about the opportunity at Browncroft Community Church that attracts you to this position?
3. Tell us about a couple of your supervisors under whom you have thrived and why you believe you thrived under their leadership.
4. Describe how you stay connected with leading ideas that influence new directions in the church?
5. How have you demonstrated your giftedness to be a leader of leaders? Provide some examples of how you have equipped or empowered others in ministry leadership?

Please submit these responses along with your resume (in Word or PDF format) to:

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