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**Lead Pastor Search Profile
Willamette Christian Church
Willamette Campus**

Willamette Christian Church is currently seeking a Lead Pastor for our Willamette Campus. Located in the heart of West Linn, Oregon, this campus has been part of the community for more than 60 years, and over 4000 people from around the Portland area call this campus their church home. West Linn is a suburb of Portland, located less than 20 minutes from the city, and home to almost 25,000 people. West Linn boasts the leading school district in the state, and its primary residents are upper middle to upper class single and dual income families.

While Portland has all the benefits of a big city, it boasts the feel of a smaller town. With 4.26 million people overall in Oregon, Portland is 44th in ethnic diversity out of the 50 most populous metro areas in the US. Known for the mantra “Keep Portland Weird”, it celebrates its independence, thought diversity and lifestyle diversity. Home to more non-profits per capita than any other city, there is a high value placed on justice and doing what is right in one’s own mind. It rivals as one of the most under-churched areas in the nation with those who identify as “nones” among the highest in the nation. Portland is situated just an hour from the Oregon Coast, and just an hour from the Cascade mountain range. Oregonians generally love their outdoor activities – from hiking, biking, skiing, sailing, hunting and fishing, along with loving a robust foodie scene – with great restaurants, craft beer industry and wine country just minutes away.

Our Willamette campus is a thriving ministry that is viewed as a positive benefit to the community, and as a helpful partner in the life of the residents of West Linn. 48% of those attending the campus come from within five miles of the main campus, and 52% come from 14 surrounding cities. The WCC facilities are used for sports outreach, and over 75 outside groups use WCC owned and leased properties annually. 73% of the community has preschool or school-aged children, and our ministry places high value on reaching children and students. We serve 600+ children from nursery through middle school each Sunday, and over 250 high school students at midweek programs. We are a safe place for men, women and children of all backgrounds, races, ideologies and beliefs, and seek to always speak the truth with love.

Our Willamette campus was built in 2009 on 36 beautiful acres, and hosts three Sunday services that are all at or near capacity. Nearby, we lease space to serve our middle school ministry and provide for after school outreach. The primary campus currently houses both the WCC staff, as well as the central services team for the multi-site ministry. Over the past decade, it has grown from serving hundreds on a weekend to serving thousands. It will be a key initiative in the coming season to successfully transition central services off-site, and to establish key plans to expand the outreach and ministry of this location to serve more of the current community, and to reach new populations. Our online campus currently resides at WCC and we recognize the currently untapped potential with this new ministry.

Of the 44+ staff members of the Willamette Campus, more than 50% are under the age of 30, and there is a deep commitment to investing in young leaders through internships, annual residency, and providing intentional opportunities. The staff culture is healthy and we place a high value on staff relationships and sustainable ministry for the long term. Collaboration and team work are core values,

as are accountability and striving for excellence. We invest heavily in equipping our staff to be “leaders of leaders”, and value the model of servant leadership.

We regularly examine ourselves through the question of how our community sees us and how we are adding value to the people in our communities, whether they are members of our church or not. We desire to be a welcoming place for the person who has questions, the neighbor invited to check things out, the person struggling to make sense of their current situation, the unbeliever who is willing to risk being open to a faith conversation. We invite those who are believers to grow in love and obedience to Christ, circling up with others in authentic community. We believe we are all to be on mission – and all to be part of ministry – serving the world. We don’t take ourselves too seriously and we use humor to set the tone for our environments where we take the Word of God very seriously.

Because of the faithful giving of our body, we invest heavily into global, national and local organizations that help grow God’s Kingdom while spreading compassion and real hope and encouragement. Our vital partnerships include Young Life, Fellowship of Christian Athletes, Africa New Life Ministries, Portland Leadership Foundation and Compassion International. We place an emphasis on ministries that serve vulnerable and underrepresented youth, on building up the leadership of the local church, and on developing leadership pipelines for the future of the local church. We directly contribute over 15% of all income annually to these causes, and our body provides additional sponsorship and investment totaling millions given annually.

In addition to being a healthy church filled with imperfect people who are seeking to know, love and follow Jesus, the WCC campus is an engine that God is using to help fuel our growing ministry. With layers of committed volunteer and paid staff, this campus helps supply the necessary leadership talent for Kingdom expansion. During the last two years, we have adopted three other churches in the surrounding cities and enhanced and supplied their ministries with leadership talent, DNA, and necessary culture to grow and revitalize their ministries. While all locations will grow and strengthen over time, we will continue to count on the team of WCC to attract, retain and develop leaders to succession to greater responsibility.

The Lead Pastor is a fundamental and key role on our team. This person sets and reinforces the culture, ensures that conditions are supported to reach the most people possible while growing in the healthiest ways possible. They are the primary communicator of God’s Word to the body. The Lead Pastor has responsibility and authority for their campus, while sharing as part of the overall executive leadership team. Together with their campus team, they ensure the health of ministry for their local congregation. They are excellent communicators who share God’s Word during weekend services and at other venues. They are committed to ensuring that people have clear paths for connection and community, and that discipling people to know, love and follow Jesus is at the center of all decision making. They love and care for their paid and volunteer staff and ensure that ministry plans are developed with the focus on serving Jesus in healthy, sustainable and highly effective ways.

As part of the senior executive team, they speak into our growth and outreach plans for the overall organization, helping shape who we are today, discern how God is calling us forward, and invest in the plans to continue to grow His Kingdom. The Senior Executive team is a small team who love dreaming, serving and leading together for His purposes and who regularly and consistently inform and engage with the Elder Board which has overall governance and oversight for the Church.

After almost 12 years, our previous Lead Pastor has felt called to a community in Northern California to pastor a smaller church family. He goes with our complete blessing, affection and gratitude for being such an integral part of our history and growth. Prior to his tenure, there was a 16 year Lead Pastor in this role. Each would speak to the level of leadership health, respect and support they've received in their roles from the Elder Board, the staff, and the church they've served.

Our search may include multiple steps, including visits to the candidate's home church and/or visits to WCC. The search team is made up of paid and volunteer staff and as appropriate, a full reference suite (personal, professional, credit, and criminal history) will be verified. We deeply value that the decision to join as Lead Pastor, and any role in leadership at the local church, is a deeply spiritual calling. We are bathing this process in prayer, and we will engage in a spiritual discernment process as we narrow our candidate selection. We believe that the Lord is preparing the person we will call to this role.

We invite you to visit Willamette.cc to learn more about our ministry, our beliefs, and our style of worship. Should you have interest, you are welcome to reach out to us at careers@willamette.cc and provide an introductory letter, resume, samples of current preaching, and anything else you believe would be helpful to introduce yourself to us. We offer a highly competitive salary, benefits and development package for this position, and for all staff positions. This includes both traditional and non-traditional benefits such as medical insurance, generous paid leave time (vacation, holiday, and sick), schooling, conferences, retreats, expense account, technology tools and resources, coaching compensation, and others.

The Model of Ministry for Willamette Christian Church
Current locations include: Willamette, Beaverton and Hope City Church

One Overarching Mission Statement

We exist to inspire people to know, love and follow Jesus.

We do this by creating opportunities for people to:

- *Worship* – our Creator and King (We create opportunities for people to grow in love, knowledge and obedience to Jesus)
- *Engage* – with others (Spiritual growth happens best in the context of meaningful relationships - rows to circles)
- *Serve* – Everyone, everywhere. (Inside and Outside our doors – people of all backgrounds, beliefs, and ethnicities with radical hospitality and generosity)
- *Share* – our faith (we focus on acceptance over agreement, sharing in relationship, how Jesus has transformed us personally)

We Value

- Uncommon Humility
- Sacrificial Generosity
- Radical Hospitality
- Undeniable Kingdom Impact

Vision Statement

To be a healthy, growing church that replicates in communities that need healthy, growing churches.

Our Structure

- One church. Multiple locations.
- One elder board whose role is to protect the Church and ensure sound governance.
- One Senior Leader who reports directly to the Board and has ultimate responsibility for the overall organization.
- A Senior Leadership team made up of each Lead Pastor and the Executive Pastor, Central Services.
- A professional staff that supports mission and ministry and the building up of servant leaders
- Location specific budgets that roll up to one overall budget.
- Central support for needs that are similar across the organization, and location specific leadership to support the needs of each community.

Environment

Relaxed, upbeat, casual. Come as you are. A place where everyone is welcome, nobody is perfect, and anything can happen.

Excellence at All Campuses and Venues

We are committed to putting our best worship leaders, teachers and hosts on stage at all campuses and venues. We call our campuses by name (Beaverton, Willamette, Hope City) and don't treat one better than the other.

Financial Model

Our goal is that each campus be financially self-sustaining at least 3 years from launch, and possibly sooner for adoption and merge. Once fully viable, the campus will also contribute a percentage of giving toward central service costs.

Missions

Our campuses will give a minimum of 10% away to missions and 1% toward benevolence. Missions includes local and global outreach and may reflect organizational-specific values, as well as campus-specific interests. Our missions focus at all campuses is targeted toward a) leadership to support the church regionally and internationally, b) children and youth, and c) acts of compassion accompanied by the Gospel. We have primary missional partners which include organizations that extend our influence and stewardship, as well as individuals who are serving in key locations around the world. We desire that all Jesus followers would be engaged and on mission personally, and that we would leverage our resources for the greatest impact.

Our Structure

We believe that God has gifted us with outstanding leadership, both at the elder level and at the staff level. We seek to be worthy stewards of all He has entrusted us with. We have an interplay between local, campus leadership and central leadership that provides strategic direction and shared services. Our governance aligns with the Carver Governance model, and we seek leaders who are growth-minded, collaborative in nature, Kingdom-minded, and accountable.

One Central Support Center

We have one database, one payroll system, one human resources team, one financial platform, a central communications and creative team that works with location-specific members, a discipleship and community life team that works with location-specific members, and one capital expenditures plan.

Campus Ministries

Each campus is unique because the people of each community are unique. While we have a specific DNA with ministries that exist in like fashion at all locations, we desire to be nimble and responsive to the unique call of each community we serve.

Family Ministries

We offer similar programs and events for kids, students and adults at each location. Ministries may be tailored to the community but will focus on great teaching, worship and highly relational ministry.

Discipleship and Community Life

We offer similar programs for leadership development, community life, men's, women's, and discipleship (Rooted). We acknowledge that each campus may be at a different stage, however, clear next steps, and moving from rows to circles undergirds everything we do. Rooted is the key entry point to group life at all our campuses.

Worship Services

We are outreach focused. As a result, our weekend services are designed with friends, neighbors, and co-workers who do not know Jesus in mind. The songs, concepts, and elements will support "the Big Idea". Communion is explained and observed at each location every week. A financial offering for those who call this their church home is encouraged through consistent and intentional online and in service giving.

One Set of Staff Core Values

- **FAITH:** We anticipate that God will call us to more.
- **GROWTH:** We pursue the new, and act on what we learn.
- **PACE:** We live sustainably, like we are in this for the long haul.
- **FUN:** We love what we do and celebrate what God has done.
- **LEAD(ership):** We inspire others to obedience and service.
- **EXCELLENCE:** We prepare and execute as if every detail matters.
- **VULNERABILITY:** We take the risk of being honest with each other.
- **CAREFUL:** We create safe environments and respond with generosity.
- **TEAM:** We believe the best about each other and support each others' goals.