



October 1st, 2024

Centerpoint Church is seeking a new Executive Pastor!

Centerpoint Church is seeking a new Executive Pastor. I'm praying that the Lord would allow me to find a true partner in ministry to help build the ministry of Centerpoint Church for the next decade or two moving forward. I'm a visionary leader – and I need a partner in this ministry who can be the integrator and implementer of that vision.

The ideal Executive Pastor for Centerpoint is someone who has led at a high level in a large church environment for a decade or two; the right candidate might also come from the broader non-profit world, or even a business background – so long as the transferrable skills are there. This is not just a 'business pastor' role; this role is about driving the ministries forward in every area through active, engaged leadership and excellence in both management and development. For the future I believe God has for Centerpoint, this needs to be a highly competent, experienced, effective, seasoned leader!

If you are interested in this opportunity, here's what you should do:

-read the following profile of our church and the job description

-Let me know you are interested! Email over a letter of introduction from you – reach me at jhansen@mycenterpoint.tv

-Email a resume or CV detailing your work and education history

-also send these items to apply@mycenterpoint.tv

You can also email further questions to my assistant, Lucy DeLuna at Ldeluna@centerpointmurrieta.com

Sincerely,

A handwritten signature in black ink that reads "John".

John Hansen
Lead Pastor, Centerpoint Church



Centerpoint Church Profile:

Overview of Centerpoint Church

Centerpoint Church is a vibrant, charismatic church that exists to love and lead people to a life-changing connection with Christ. We currently host roughly 2,500 people in Sunday attendance, all in. Our mission is *loving & leading people to a life-changing connection with Christ!* We have a passion to grow through reaching people with the Gospel and raising people up in the fullness of the Spirit. Our congregation is growing in diversity – and while we have a long way to go in being as fully diverse as Heaven, the diversity of our congregation is on par with or better than the demographics in our area. Our property is 10 acres, and we are centrally located in the desirable west side of Murrieta. The median age of our church is about 40; we consist of a lot of young families with kids. We are a staff led church; the staff (42 staff members) ultimately report to the Executive Pastor – who reports to the Lead Pastor, and the Lead Pastor reports to the Board. Centerpoint Church is a member church of the Free Methodist Church USA.

Our Lead Pastor

John Hansen is our lead pastor. John worked in painting and marketing, and served as a missionary in China for two years before completing his M.Div at Fuller Seminary. He served as a youth pastor, a worship pastor, and a worship and youth pastor before coming to Centerpoint. He and Ann moved to Murrieta in 2004 and became lead pastor of the church. At that time, the church – “The Lamb’s Fellowship” - had just 65 people, and met in a rented storefront suite in a small strip mall by The Mill restaurant in Old Town Murrieta. John has led Centerpoint with drive, mission-focus, and an all-in commitment. He brings authenticity, passion, drive, visionary leadership and strong preaching to his leadership of CP as the founder of Centerpoint Ministries. Ann is Centerpoint’s Pastor of Freedom Ministries, and is part of the SLT; she brings a joyful disposition, wise leadership, and spiritual authority – as well as a Masters from Fuller Seminary to her work as one of Centerpoint’s pastors and the only other ordained FM Elder on our staff team.

Discipleship Strategy

We have a defined discipleship pathway: ***Worship, Connect, Serve, Influence***. Our aim is to love and lead people to a life-changing connection with Christ by leading people to encounter God in true worship, to engage in real connectedness in the Body, to learn to serve in the Body according to gifts, and then to work together to influence the world around us with the power and love of Jesus. We currently have about 45% involvement of our adults in a connect group for intentional discipleship. We emphasize our *CP GO!* initiative to deploy God’s people from our church into our community and into the world as missionaries for maximum influence and impact.

Overall History

Centerpoint Church was planted in 1989 under the name “the Lamb’s Fellowship” by Pastor Marty Edwards. The church grew to about 500, and in that time, started 3 church plants that were also called ‘the Lamb’s Fellowship’ – in Temecula, Menifee, and Lake Elsinore. Founding Pastor Marty left the church in 2001 to start a Motorcycle outreach ministry called BLACKSHEEP. There was an interim pastor, and the church dwindled in size, ultimately to about 50-60 people. In December 2003, John Hansen was appointed to be the lead pastor. Since that time, the church has grown to a regular weekend attendance of up to 2,750, before hiving off our multi-site campus and dealing with a pretty big staff moral failure within the same year.

In 2005 Pastor John led our first building campaign, and we moved into our first facility in 2007. In 2009, Pastor John led our second building campaign, and we moved into our new worship center in 2012. In 2012, Pastor John completed the process of name change for the church, a leadership journey he initiated in 2005 – and we became Centerpoint Church. As such, John is the founder of Centerpoint Ministries, our official name of record. In 2015 we launched a multisite campus, and in 2019, we launched the campus on its own as a church plant. In 2015, John led us in our third major capital campaign and development of the Youth Admin building. In 2019 John led us in our fourth major capital campaign – and by 2021 we expanded our worship center from 750 seats to 1100.

Current reality and vision

We have been experiencing an incredible new season of vision called GROW|FLOW|SOW – we are growing strong disciples, we are flowing in the Spirit, and we are sowing God’s Kingdom into this world! We envision continuing to grow in our current location and then sowing through establishing new Centerpoint Church locations and new church plants through both multi-site and church planting strategy. We envision growing to be a congregation with 3,500 in average Sunday attendance by the end of 2025 – with a ministry that reaches and touches 35,000 people, bringing salvation, redemption, lift, hope, healing, Holy-Spirit empowerment and wholeness to families, students and individuals in the Inland Empire and beyond. The goal is not ‘3,500 people on a Sunday’ – the goal is for each of us to keep reaching the next *one* with the gospel – and including those ones well in the Body life of discipleship! As we do that, we feel preparing to include that number of people by 2025 is a responsible anticipation.

We want to reach as many people as possible for salvation, discipleship, and the supernatural lifestyle and connecting them in the life of Centerpoint Church so that all will be filled with hope, changed by God, strengthened in community, empowered in the Spirit, and commissioned to live the Kingdom life that will change the world.

Partnerships

Over the years we have partnered with Tony Morgan of the Unstuck Group, Paul Gage of the Gage group, INJOY stewardship services, and Auxano with Will Mancini. We value progress and the benefit of partnerships for navigating best next steps. As one of the largest Free Methodist churches in the US, we offer resourcing and coaching to other FM churches as needed as well as support for our FM conference in Southern California – the FMCSC (fmcsc.org).

Staffing

Centerpoint Ministries (official name for Centerpoint Church) currently has 42 staff members, 20 of whom are full time. Our staff meets as a whole twice a month for our Team Rally where we focus on inspiration, pertinent communication, and leadership development. The SLT meets bi-weekly to advance the mission through collaborative leadership, and each SLT member’s district meets bi-weekly.

Cultural Values

Our core values for the overall culture of our congregation are:

Fun: We believe that having a good time together matters 0 and we want to find ways to let loose and laugh!

Impactful: We want to take the love of Jesus into our community in as many ways as we can – because what happens at Centerpoint should not stay at Centerpoint!

Growth: We want to continue reaching more people, and helping those people develop as disciples – growth in every way; we are determined to always be moving toward God’s best!

Creativity: We want to reflect the image of our creator through our artistry and craft in how we carry out ministry – and we’re seeking the Creator’s inspiration at every turn; bring your crayons!

Accepting: In each of our stories, there’s an aspect of experiencing the welcome and acceptance our God has made available to us – and we want to extend that in the culture of our church; we want to be a people where there is grace for the broken and room for anyone to belong and grow!

Passionate: We want to express enthusiasm and lively excitement about our life in Christ; unapologetically expressive, and wholehearted!

Supernatural: We desire to encounter the presence of God, experience the fullness of the Holy Spirit, and engage our spiritual gifts! We want to live in the reality of being filled to flow!

Operation Values (Ops Code):

Our ops code is the set of values that we aspire to live into as a team of staff members. We agree to work together with this ops code as our aim:

1. WE MAKE IT BETTER!

We are solution-focused. We do the preparation. We don't settle. We come to the table with solutions!

2. WE LEAD WITH A CAN-DO SPIRIT

We own it. Together. We collaborate. We are both adaptable and flexible. We are more than conquerors - and our default is 'we can'!

3. WE DO BRAVE COMMUNICATION

We will rumble - we will lean in to have those truthful, vulnerable, discussions and conversations where we identify issues and solve problems; we will be fearless in owning our part of the issue, we will not deflect, and we will listen with the same passion that's there when we speak.

4. WE LOOK AHEAD

We're future-minded - we anticipate and orchestrate based on what we know about what's ahead. We come prepared, ready with excellence, and we're dependable. We refuse to live in a last-minute crisis mode.

5. WE GIVE GRACE

We create loyalty through love; we are flexible and empathetic. We do for the one what we wish we could do for everyone. We value relationships over rules - and we lead with love, and an attitude and actions toward each other that shows it.

6. WE MAXIMIZE RESOURCES

We never take for granted the time, treasure and talent of God's people when it is entrusted to us. We invest the Kingdom resources and finances entrusted to us with great care to make the most out of what has been given for the greatest possible Kingdom impact. We highly value and care for the relationships with those who give.

7. WE CHOOSE HEALTH

We embrace our potential - and our limitations; we take responsibility for our own boundaries. We keep a sabbath and honor it for each other. We keep margin in our lives. We pursue physical and emotional well being and model it for those we lead.

8. WE DO HONOR

We refuse to see each other as common and take each other for granted as 'familiar'. We recognize the value and anointing in each other - and from that we treat each other with respect, and hold one another in high regard. We respect the spiritual authority in those who lead us. Out of honor, we reject gossip, slander, and rebellion.

Executive Pastor Job Description

Purpose

The role of the Executive Pastor (XP) is to be the implementor and integrator counterpart to the Lead Pastor. The XP will oversee the strategic operations of the church and provide organizational and structural leadership for Centerpoint Ministries. The XP will lead the ministries and operations of the church in alignment with the beliefs, values and strategy of Centerpoint Ministries, implementing and integrating the heart and vision of the Lead Pastor. The XP will ensure that the systems, practices, business and policies of the church and its ministries responsibly and effectively support our vision and mission. The XP will provide leadership and management for the staff team, generally, with a focus on leadership development.

Accountability

The XP reports to the LP. The XP will be the leader of and member of the Senior Leadership Team (SLT). The SLT is senior team that shares the complete functional leadership of Centerpoint Church. The SLT consists of the LP, the XP, the Pastors/Directors of: (1) Weekend Services & Comm., (2) Family Life, (3) Next Steps, (4) Finance & Ops (DFO), (5) Freedom Ministries, and (6) Associate Pastor. With the exception of the LP, the members of the SLT are the XP's direct reports. XP, as part of and leader of the SLT, will offer leadership to the staff and congregation for strategic ministry growth and health and operational excellence in vision/mission accomplishment.

Fit

A great XP for Centerpoint Church is a person who is a positive, authentic, loving, creative, innovative, and inspiring person who operates in the gear of galvanizing, integrating and building. A great XP for CP is a team builder, a strong leader, spiritually wise, and an excellent, effective manager. This person has a gift for seeing the whole picture, and is at home managing details and creating systems and processes for accomplishing vision – and engaging in the legwork and relationship building that make that possible. This person has strong business management skills and experience, and knows how to provide executive direction to senior leaders for growth and healthy management. This person has strong communication skills, Godly character, and a pastoral heart. This person is at home serving as a collaborative integrator and implementor of the input from a visionary leader.

KEY RESULT AREAS:

The Executive Pastor will be responsible for the following:

1. **Strategic Leadership, management and Planning:** Responsible for strategic planning and staff coordination in the execution of the church's mission and vision, and will define and implement strategic goals and action plans for the church. The XP will provide the management and catalyzing challenges to the SLT members which allow Centerpoint to remain true to its mission and vision, and to develop new ministry programs so that the church is appropriately responsive to identified needs, church health – and organizational momentum. This leadership and input will be provided through many activities, including:
 - Coordinating and leading the SLT in partnership with the LP and engaging other activities designed to clarify and execute Centerpoint's goals and objectives. That includes facilitating regular meetings with the broader staff leadership team on an ad hoc basis, and owning and contributing to the bi-weekly team rally
 - Providing administrative facilitation for the Lead Pastor in preparation for Board Meetings.
 - Providing leadership and active management in goal setting, score-card tracking, and quantifiable accountability for the SLT
 - Monitoring the pulse of the congregation (health, statistics, measures) through research and evaluation.
 - Ensuring staffing, facilities and programs are appropriately and effectively aligned to best meet strategic goals.
 - Perform other adhoc duties as requested by the LP for large scale projects such as leadership and management for capital campaigns, facilities projects, etc. – working by leading through the DFO, team, and volunteers.

2. **Staff Supervision and Development:** Provides leadership to the staff team and serves as de-facto Chief of Staff for pastors and paid staff, through the SLT. The XP will lead, evaluate, and mentor existing staff in their respective areas of ministry and prioritize staff additions, primarily through the SLT. Includes the following responsibilities:
 - Overseeing the SLT as it relates to day-to-day ministry and operational activities.
 - Establish a leadership pipeline by overseeing training and leadership development
 - Directly responsible for implementing the hiring, correction, discipline and dismissal process with direction and guidance from the LP and the Board – if applicable.
 - Providing coaching to the staff in the design and implementation of all church ministries including periodically evaluating appropriate changes to organizational structure.
 - Implementing strategies for salary reviews as part of the annual budgeting process.
 - Ensure excellent, enculturating and commissional, supportive onboarding processes are taking place for new staff and new volunteers
 - Implement strategic staff health initiatives to ensure development of a healthy staff and workplace culture

3. **Administrative Oversight:** Oversee administration of the church through appropriate staff and consultants (as needed).
 - Provide strategic direction in church finances.
 - Overseeing campus development to ensure future facility acquisitions and expansions are consistent with the vision and values that drive Centerpoint's ministry strategy. Providing oversight to property purchases and leases and the design, construction and operations of existing and future facilities, working with and through the DFO.
 - Oversee strategic implementation of the church's technology infrastructure to create efficiencies and allow for continued ministry growth and innovations.
 - Liaise with legal counsel for any legal matters pertaining to Centerpoint Ministries, risk management, HR matters, IP matters, contracting disputes, etc. to ensure mitigated risk, legal compliance, and best outcomes for CP, with and through the DFO.
 - Take responsibility for overall cycles of strategic planning, budget development, maximized ministry calendaring,
 - Ensure training on sexual harassment and abuse for all staff and select volunteers where appropriate, and adequate screening as needed is taking place at all levels of Centerpoint Ministries – staff, through to volunteers
 - Ensure development of ministry and staff Standard Operating Procedures at every level

4. **Grow the church:** Responsible for managing and leading the SLT with strategic direction and management so that CP reaches and enfolds an increasing number of people who are being disciplined, such that the church expands numerically ten percent per year or more.
 - Give responsible direction to the Director of Comms & Experiences for appropriate marketing strategies, calendared and executed on cycle and delivered on schedule,
 - Give responsible direction to the DCE for quality of and engagement (qualitative and quantitative) in weekend experiences (in person and online) in a way that is in alignment with the LP's vision and direction.
 - Give reasonable direction to, and assess progress of Next Steps Director in assimilation, number of those in connect groups, number of volunteers in teams, and number of people engaged in outreach
 - Give reasonable direction to the Family Life Director to ensure that kids, and youth, in particular, are SAFE, FUN, EFFECTIVE, SPIRITUALLY POWERFUL, AND NUMERICALLY GROWING as the growth engines that they are.
 - Give reasonable direction to the Freedom Ministries director for effective deployment of care, recovery, and freedom ministries for the Body and beyond.
 - Grow the team through leadership development, professional development, and team development initiatives
 - Provide special direction, quantitative accountability and oversight to SLT and management staff in the area of volunteer recruitment, development and retention so that across the board we have staff who build teams, and volunteers who build and lead teams.
 - Oversee CPU - the LLM, Consecrated Pastor and CMC processes to ensure pathway for pastoral calling discernment, development and qualification is clear, accessible, and well moderated.
 - Provide leadership and management to the SLT for strategic initiatives that can reach the community, grow disciples, and grow the church

5. **Reproducing the Church:** Recognizing that God is positioning Centerpoint to impact people's lives beyond Murrieta, the XP will actively pursue opportunities to expand Centerpoint Ministries to reach more people for Jesus.
- Continue to develop a growth strategy that leverages the synergy of existing resources such as CPSOM and prepares for expansion in the future.
 - Work with the LP to initiate and develop multisite and church planting initiatives outside of the Centerpoint Washington Avenue campus.
 - Develop resources that help staff and lay leaders increase the impact of their ministry beyond current realities with greater penetration into our region, including online
 - Provide direction and oversight to the Associate Pastor in his effective deployment in a succession process
 - Initiate and give direction for the establishment of media broadcast and publishing deliverables (analog, digital, audio, visual, video, etc.) into the region and the nation