



upper room

OPPORTUNITY PROFILE

UPPER ROOM
TEACHING PASTOR

PRESENTED BY



a member of SIMA® International

bringing clarity to leadership transitions

THE CONTEXT

The Upper Room Community of Minneapolis possesses a unique place in the church landscape of the Twin Cities. Started in the early 2000's, Upper Room began as a worship expression of Christ Presbyterian Church. As an early adopter and pioneer of a highly experiential approach to worship, utilizing ancient-modern forms, Upper Room attracted a large number of young adults from across the Minneapolis-St Paul metropolitan area leading to significant growth. In many ways, Upper Room was a forerunner and catalyst for many new expressions of church.

Eventually, Upper Room was birthed on its own with a significant number of community members making the move to a local church facility and becoming a self-determined and sustaining entity. Shortly after this move, there was a transition of leadership from the 'founding' Lead Pastor to a new one. Subsequently, Upper Room made another physical move a few years ago to its current location where it rents space from Colonial Church. Upper Room and Colonial are two separate churches that seek to partner and collaborate in creative ways.

Now, Upper Room finds itself in another leadership transition. This transition has been thoughtfully navigated, including extensive listening to the entire community on the part of the leadership. This has resulted in significant awareness about what is valued and what a preferred future might look like while retaining the core values and principles to which Upper Room is committed.

Upper Room continues to be a community focused on loving God and others in the ways that Jesus did. Their mission is "to be *alive through the words, actions, and presence of Jesus*". The core values that lie at the heart of the community are: Communal Authenticity; Outward Movement; Encountering Jesus; Intentional Relationships and Humble Surrender.

Upper Room embraces the reality that no person can fully understand the mystery and beauty of God, so they approach their expression of faith with humility and grace. Recalling Reformer Rupertus Meldeniuss, when he wrote "In the essentials we need unity, in the non-essentials we need freedom; but in all things we need love.", Upper Room understands that love was Jesus' highest value, and therefore, must be theirs. Above all, they desire to be a community led by Jesus, and known by love.

One unique feature of Upper Room is the value placed on multiple voices speaking into the followership of Jesus, so on any given Sunday, teaching/preaching might be experienced from one of the pastors, a staff member, a community member, or a guest speaker. This is just one of the ways that Upper Room expresses the belief that the strongest unity can be achieved through a diversity of thought and experience of Jesus and not through uniformity.

This transitional time and process has led to a re-imagined leadership model. While looking toward renewed manifestations of Upper Room it is recognized there is tension between a more traditional expression and structure of church and the aspiration held by Upper Room Community. Therefore, a new team based, non-hierarchical and highly collaborative three-person Leadership Team model has been adopted with the intent to be reflective of

these core values of the community. The team will be made up of a Teaching Pastor, Connections Pastor (already in place) and a Director of Operations.

In order to live into this new way of leading, it will be essential that the individuals on the team will:

- Be committed to intentionally listening to one another
- Be a learner first and then a leader
- Possess an energetic and enthusiastic approach to life
- Have the ability to move together with unity and toward Jesus
- Be willing to engage in challenging conversations and topics with openness and grace.
- Know how and when to best use their 'voice'

While excellent musical worship, a willingness to tackle challenging topics as a community, strong children's and youth ministries, and a commitment to authenticity continue to be the bonds that holds this community together, this newly imagined team will lead Upper Room into the desired future which includes:

- an authentic, living and breathing expression of what church is intended to be
- a place where those who are involved experience healing and transformation
- a community that becomes even more highly relationally, socially and spiritually connected
- being a force for good in the community and the world by serving and coming alongside those in need in more substantive ways

While the Upper Room Community is hopeful about its future, this is a crucial time as they seek to grow in the right ways leading to a greater sustainability. There are 300 voting members of Upper Room Community, who are current committed givers and/or volunteers, with an additional 150+ who call Upper Room their church home. Currently the Sunday evening gathering has about 200 in attendance, and the church operates with approximately a \$500,000 budget.

In many ways the current situation will involve a reorientation of Upper Room toward the preferred future with intentionality on retaining and advancing the core elements and values of the community.

It is into this current reality that Upper Room is seeking both a Teaching Pastor and a Director of Operations.

THE NEED, THE OPPORTUNITY AND THE ROLE

As outlined previously, Upper Room has decided that the best expression of its core values and best way to lead the community into its preferred future is to establish a highly collaborative Leadership Team. This team will co-lead the church's vision, mission, strategy, staff, volunteer leaders, and community alongside one another. Each of the positions is designed as three-quarters time in order to:

- Keep a commitment to healthy margins for staff
- Create opportunity for members of the Leadership Team to utilize their gifts and passions in service to the community and the world
- Provide the staffing resources necessary for Upper Room

While Upper Room is committed to featuring a variety of preaching and teaching ‘voices’, it has been determined that it is important to have a consistent presence of a Teaching Pastor who will shape the teaching strategy within the church, and ensure effective execution within a multiple voices model.

The Teaching Pastor will be responsible for setting the vision, ensuring that Upper Room is executing on that vision over the long-term. (Execution includes providing pastoral care to the community, teaching and delivery, and oversight of the Sunday Worship Experience). The Teaching Pastor will spend 25% of their time on organizational and pastoral Leadership; 50% on teaching/preaching and 25% on the Sunday Worship Experience.

Therefore, the Teaching Pastor will oversee the vision and strategy of a multiple voices teaching model. It is essential that candidates are committed philosophically to this model and ideally would have experience in contexts where multiple voices are utilized. They will be welcoming of other teaching voices from within the Upper Room staff and outside the community. With this reality comes the need for the Teaching Pastor to provide continuity and context to each weekly experience including oversight of series and various voices.

The Teaching Pastor at Upper Room will effectively, passionately, and creatively communicate Biblical truth to the community with Upper Room core values and mission ever present. Teaching/Preaching approximately 26 times per year, they will be skilled at preparing and delivering thoughtful messages that are authentic, relevant, engaging and challenging to the community.

As a gifted orator and compelling communicator who engages in nuanced and nimble preaching, the Teaching Pastor is one whose leadership and preaching is informed by their encounters with God. While an astute practical theologian with a deep love for scripture, they are able to connect the biblical narrative with everyday life, retelling the story of Scripture in ways that resonates with many types of people. While unafraid to tackle difficult theological and lifestyle issues they must be able to live in the gray areas, embracing all perspectives, trusting in God’s revelation to inform and transform hearts and minds.

As curator of the Sunday experience they will bring an artistry to how Upper Room communicates holistically. The Teaching Pastor will also enhance and leverage spaces where teaching occurs outside the Sunday experience - throughout the entire Upper Room Community and within specific ministry areas - and they will work with each ministry area to help define a consistent and holistic teaching strategy

The Teaching Pastor will listen intently to the community and incorporate their learnings into worship experiences and teaching. They are the one who is both a strategic thinker and able to rally and motivate others. They will value people over productivity, being

highly relational and pastoral. They should be a curious learner and willing to humbly embrace the unknown. The Teaching Pastor of Upper Room will be a leader who is comfortable in the spotlight, understanding they are a voice but not the only voice for Upper Room.

As part of the Leadership Team of three, each role is setup to be a 30 hour position. The workload of this position is designed to be done in 30 hours per week, however, this is a salary position where some weeks will require more time than others. The part-time nature of this role is desired so that the Teaching Pastor has time to engage in meaningful activities in the community and outside of Upper Room. The Teaching Pastor can choose how to spend their additional time, whether that is at another job, volunteering, with family duties, additional education, or another desired activity. The time spent outside of Upper Room is also beneficial within our walls because those experiences can be shared in a variety of ways with our church. Our community values the outside influences of the Upper Room staff and believes that we benefit from having staff that is involved in other areas of passion outside of the church. Our hope is that each Upper Room staff person knows that their time away from Upper Room responsibilities enhances their contributions inside of our church walls.

QUALIFICATIONS

Education and Experience

- Five years or more of demonstrated leadership experience in a church or other ministry consisting of:
 - Teaching the Biblical narrative and theological concepts to church community members, making them relatable.
 - Pastoral care and fostering the spiritual growth and formation of communities and individuals
 - Staff leadership and development
- Formal theologically related education - advanced degree preferred but not required

Desired Qualities and Passions

- Has a vital and growing relationship with Jesus Christ
- Passion for speaking, leading, and teaching others
- Love for Scripture and a desire to connect it to our everyday lives
- Ability to fully embrace the vision and values of Upper Room
- Proven leadership skills utilizing a cooperative, collaborative leadership style
- Strong interpersonal skills with the ability to maintain healthy and motivating relationships
- Strong verbal and written communication skills
- Skillful at managing time and priorities
- Ability to embrace innovation and creativity while adapting to change
- Ability to use appropriate judgment, discretion, sensitivity, and confidentiality
- Ability to research and discern consistent biblical principles

Relationships

- Supervised by the Upper Room Board of Directors and participates as a Voting Member of the Board of Directors
- Serve on the Lead Team alongside the Director of Operations and Community Connections Pastor, where all three roles share the leadership of Upper Room equally
- Regular collaboration with Upper Room staff, volunteers, and community members

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. In addition, please provide succinct responses to the following questions:

- After familiarizing yourself with the mission, values and theological perspectives of Upper Room, 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?
- Please comment on your view of the collaborative/team leadership model that is being adopted by Upper Room. Why do you believe you would be a good fit on such a team?
- What is most motivating or compelling to you about the Teaching Pastor position at Upper Room?
- What are other influences or passions in your life that will enhance all you are able to share with Upper Room?
- Please also submit video samples of preaching/teaching?

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