



EXECUTIVE PASTOR

THE OPPORTUNITY

Connection Point Church is a gospel-centered church in the suburbs of Spokane, Washington. Our mission is connecting people to Jesus through truth, community, service, and spiritual practices. Planted in 2017, CPC has grown from 50 people meeting monthly to 240 meeting weekly in a prominent location along a major highway. The initial work to establish foundational doctrines, values, and DNA is complete, and we are now in need of a (preferably) full time Executive Pastor (XP) who will mentor staff and leaders so that ministry is performed with ever-increasing joy, alignment, unity, and effectiveness.

THE POSITION

As an elder, the XP is called to be a shepherd with a heart for ministry who aligns with CPC theology and culture. The XP will supervise and support the staff and ministry teams as they oversee church ministries and functions. He will guide staff in goal setting and leadership development, and work with the Elders to implement structure (systems, budgets, HR practices, bylaws, policies, etc).

ROLE QUALIFICATIONS

- A strong spiritual background that meets the elder requirements outlined in 1 Timothy 3 and Titus 1
- Full alignment with CPC theology, values, and DNA (see www.cpcspokane.org for more details)
- A well-established track record of multiplying ministry, developing people, and empowering leaders
- Biblically knowledgeable and articulate (ability to preach is a plus but not a requirement)
- Competency with budgets, systems, HR practices, governance and bylaws
- Experience as a corporate leader (preferably with a degree in business, technology, or related field)
- Commitment to humility, unity, and “leading without lording”

THEOLOGICAL REQUIREMENTS

- Full agreement with the CPC Elder Statement of Faith (see <https://cpcspokane.org/sof-elders>)
- A high view of God’s sovereignty, but with charity towards a variety of differing articulations within CPC
- A passionate commitment to a continuationist perspective on spiritual gifts, one that embraces both “let all things be done” and also “decently and in order”
- A commitment to gospel-centric preaching and elder-led polity
- A willingness for both expositional preaching and also periodic topical sermons as the occasion requires
- A desire to minister in a soft complementarian setting that empowers women for ministry
- A strong desire for unity, but without requiring uniformity on politics or secondary doctrinal beliefs

A NOTE ON CPC “FREEWAY” CULTURE

CPC is committed to theological charity. Not on orthodox essentials—some fights *are* worth fighting. (We call these “single lane” items: if you veer to the right or to the left you are immediately in a ditch. Single lane items can be found in our member statement of faith and include non-negotiables like the deity of Christ and the truthfulness of Scripture. When it comes to single lane items, CPC members do not agree to disagree.) However, we hold that there are many beliefs that are not worth dividing over. We call these “freeway” items. On these secondary issues, the Jesus freeway has multiple lanes, and Christians throughout history have loved Jesus from different lanes. It is good to have informed beliefs, but at CPC we tell leaders and members alike to celebrate Jesus, not your lane, and don’t get road rage. Members at CPC don’t have to land in the same freeway lane as the elders, and we practice wholehearted charity towards those with whom we disagree. “Freeway” items at CPC include views on spiritual gifts, complementarianism, eschatology, politics, Israel, and predestination.

SALARY AND BENEFITS

The salary for this position is dependent on education and experience. It includes a SIMPLE IRA with a 3% match, and up to 5 weeks of paid vacation depending on length of time in ministry.

GOVERNANCE

Connection Point Church is an elder-led church. Elders steward the mission, doctrine, values, and cultural DNA of the church. The elder team empowers staff and ministry leaders to carry out the vision, enabling them to make decisions and take initiative in their various spheres in order to contribute to the mission.

APPLICATION PROCESS

Interested parties should forward a complete application packet to search@cpcspokane.org by February 29, 2024. (Later applications may be considered but will be at a disadvantage.) Include the following:

- A completed CPC application form with references (www.cpcspokane.org/xp)
- A cover letter describing general background information, family and hobbies
- A photo
- A resume