Lead Pastor Profile

About the Position:
The lead pastor of Evanston Bible Fellowship (EBF) will direct the overall vision and ministry of the church and shepherd the flock to live as transformed people desiring to impact their community and the world with the Gospel of Jesus Christ. He will serve as the primary voice for vision and preaching within the congregation, partnering with the elders and overseeing the staff to provide strategic leadership for all church operations. Additionally, he will demonstrate the following qualifications:

Personal:
- Faithful follower of Jesus Christ with well-established patterns of prayer and Bible study
- Lives above reproach in spiritual maturity and personal holiness in accord with the biblical qualifications for elders (1 Timothy 3:1-7; Titus 1:5-9)
- Practices servant leadership and is humbly willing to receive input and feedback from others
- Models appropriate transparency with the many, while being intimately transparent with a few
- Exhibits a passion for studying, teaching and preaching God’s Word to build up Christ’s Body, committed to the whole counsel of God and unafraid to speak biblical truth into cultural issues
- Has a heart for the lost, whether local or global, doing the work of an evangelist out of a passion for people to come to know Jesus while encouraging and equipping others to do the same (2 Timothy 4:5)
- Committed to discipleship, desiring believers to continually mature in their relationship with Christ while modeling what it looks like to grow as a disciple of Jesus, increasingly imitating Him in all of life

Leadership:
- Evident shepherd leader skilled in mentoring others and equipping God’s people for Gospel ministry
- Dedicated to clear and consistent communication with church leadership and congregation
- Team builder who loves working with people and is able to delegate and coach in accomplishing goals
- Committed to working with a plurality of elders and a team-based model of ministry

Professional:
Essentials
- In full agreement with the Evangelical Free Church of America (EFCA) Statement of Faith
- In full agreement with the EBF mission statement: “EBF is a community of sojourners empowering one another to cultivate Gospel transformation”
- In full agreement with EBF’s ethos statements and theological distinctives stated below
- Committed to, experienced in, and gifted for Gospel-centered expository preaching
- Holds a M.Div. degree from an accredited seminary or similar pastoral and theological training
- Has a minimum of five years in full-time pastoral ministry or similar ministry experience
- Can articulate a distinct calling to and spiritual gifting for pastoral ministry in the local church

Preferences
- Experience overseeing and mobilizing teams for ministry effectiveness in a local church setting
- Experience developing church planters and launching church plants out of a commitment to church planting as the ideal model of Church growth
- Experience in university contexts and cooperating with campus ministries and other churches
- Experience in leading a congregation to embrace a more multi-ethnic and multi-generational future while welcoming, engaging and unifying people across the various fault lines of our cultural moment
- Experience leading missional ministries and assisting God’s people to further embrace a missional lifestyle

EBF Church Profile

Evanston Bible Fellowship is an evangelical church located in Evanston, IL. As a member of the Evangelical Free Church of America, we affirm the EFCA Statement of Faith (for more, visit bit.ly/EFCA-SoF).

Our Church:
EBF was planted in 1987 with the goal of reaching the Evanston community with a particular focus on Northwestern University. Over 30 years later the church still holds to its core commitments of practicing expositional preaching in the context of a contemporary and participatory worship service, growing the Church by planting churches, equipping every member for ministry, and mobilizing every member for mission whether local or global. In 2004, Jason Lancaster became the lead pastor, and during his 14-year tenure, EBF moved to a missional model of ministry, planted four churches, and embraced a multi-ethnic vision for church life and leadership, desiring our church to better reflect the diversity of our community. In June 2018, Jason was called to new missional endeavors which has created a pastoral opening at EBF. We have approximately 175 members, with an average weekly attendance between 250-300 people. EBF staff (both full time and part time) consists of an executive pastor, office manager, technical director, financial coordinator, director for women’s ministries, director for youth ministries, and director for children’s ministries; we are currently searching for a new director of music and communications (full time). The church is looking for our next lead pastor to build upon EBF’s rich ministry heritage while expanding our ministry presence and impact in the city of Evanston and beyond.

Our Ethos: (for more, visit bit.ly/EBF-Ethos-Mission)
We have five ethos statements that help describe and orient the character of our community:

- **Humble Orthodoxy** | We firmly hold to the truth while gently and lovingly proclaiming it. Our message is anchored in Scripture and summarized in the EFCA Statement of Faith and the historic Christian creeds, and we share it humbly as those who know that God’s grace leaves no room for pride, boasting, or favoritism.
Abiding Worship | We actively pursue connection with God in Christ by the Spirit so we can offer Him whole-life worship. Our Sunday gatherings enable us to worship corporately and become the catalyst for everyday worship in the various arenas of work and community in which the Lord has placed us.

Missional Community | We radically love each other while seeking to participate in God’s mission of saving the lost. Our community understands itself to be on mission together, mutually encouraging and equipping one another to love others and testify to the Gospel in word and deed.

Invested Sojourners | We invest our lives for Christ and His Church at every point of our journey toward home. Our mentality is to encourage folks to invest in the church and the broader community of Evanston for however long they are here, whether it be 30 days or 30 years.

Pervasive Gospel | We preach a Gospel that can go anywhere and change anything, to the depths of our souls and to the ends of the earth. Our passion is to see this Gospel penetrate every arena of our lives, our community, our nation, and our world, that healing and wholeness may abound to the glory of God.

Our Distinctives: (for more, visit bit.ly/EBF-Distinctives)
In addition to affirming the EFCA Statement of Faith, we embrace the following theological distinctives:

- **Men and Women in the Church** | We hold a complementarian viewpoint, believing that men and women are equal in personhood and dignity as co-bearers of God’s image yet have distinctive roles within the church.

- **Church Government** | We practice a hybrid model of congregational and elder-led church government: the elders are responsible for the daily oversight of the church while all members have a voice in EBF membership, leadership, and finances. We have two members’ meetings per year where we discuss significant topics and vote on things like the annual budget and the (re)affirmation of elders.

- **Sign Gifts in the Church** | We are open to the manifold gifts the Holy Spirit has given to the church, but cautiously insist that these gifts must be exercised according to New Testament teaching.

- **Church Discipline** | We practice a model of church discipline based upon Matthew 18 which has as its ultimate aim the repentance and restoration of the wayward believer.

- **A Multi-Ethnic Commitment** | We are committed to becoming a flourishing multi-ethnic church. We wholeheartedly believe in the mission, wisdom, and beauty of this pursuit.

- **Baptism** | In accordance with patterns established in the New Testament, EBF practices water baptism by immersion upon an individual’s profession of faith in Jesus Christ.

- **Sexuality** | We believe that, in accordance with the teaching of Scripture, sexual activity is permitted and to be pursued only within the confines of a covenant marriage relationship between one man and one woman. Any sexual activity outside of this covenant relationship is against God’s purpose and design. (Genesis 1:27)

Our Passions:

- We believe that the Gospel changes lives, and thus we encourage our people to be about the work of evangelism while living in a way that is fully consistent with the Gospel. In short, we share the Gospel and seek to live out all of its implications because we believe the Gospel is the only hope for every individual and the only remedy for every systemic evil in this world.

- We are committed to ministering to college and graduate students and believe that they are an
essential part of our church. In particular, we believe these students are called to become members of the body that they might serve and be served. Our philosophy of college ministry is that students ought to be integrated into the life of the church rather than remain passive attendees or stay isolated in a college ministry silo.

- We are passionate about church planting, believing that one of the most important ways that cities are reached is by seeing new, vibrant churches established. By God’s grace we have planted four churches in the last eight years and intend to continue this highly significant kingdom work.
- We care deeply about raising up the next generation of church leaders, and therefore have a well-established program of ministry internships, pastoral apprenticeships, and the opportunity for either a church-planting or pastoral residency.
- We are serious about obeying the great commission, encouraging a global missions mindset and seeing homegrown missionaries raised up, sent and supported in locations all over the world. EBF intentionally dedicates 10% of its annual budget to support these global mission endeavors.

**Our Ministries:**

- We consider our Ethos Communities (our version of small groups) to be the ministry centers of our church as well as the place where deeper relational connections are built and sustained.
- Worship Ministry: Our Sunday worship service is led by an excellent team of musicians who help our church express praise and gratitude to God through song while growing in our knowledge and love of Him.
- Children’s Ministry: We believe that children are precious to Christ, and so we seek to come alongside parents in helping their children know and love Jesus through a variety of ministry outlets, including Sunday morning Children’s church and childcare.
- Youth Ministry: Sixth through twelfth graders gather for fellowship and growth in discipleship every Sunday evening, mentored by a team of committed volunteers and our director of youth ministries.
- Women’s Ministry: The women of EBF from all stages and walks of life meet together regularly to be refreshed by God's Word and to build community with one another, seeking to grow in Christlikeness.

**Our Community:**

Sitting on Lake Michigan and situated 12 miles north of downtown Chicago, Evanston is a vibrant city of approximately 75,000 people, combining urban sophistication with a winsome small-town vibe. Home to a prestigious Big Ten university in Northwestern, Evanston is renowned as a center for arts and culture, boasts award winning schools, and claims a thriving downtown business and retail district with an exceptional array of dining options. Known for its political and cultural engagement, Evanston is also a regional leader in sustainability. It is a highly mobile community, creating an incredible opportunity to invest in next-generation leaders as they travel through our locale in pursuit of their dreams. Evanston is also an increasingly diverse community, inclusive and yet still struggling with deep racial and socio-economic divides, providing a window of opportunity for the church to model how the Gospel fuels reconciliation and prompts renewal of all arenas of civic life. It is a highly significant and influential place to engage in Gospel ministry with great needs and even greater opportunities.