



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR

Riverwood Community Church
Cannon Falls, Minnesota

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Riverwood Community Church

Cannon Falls, MN



POPULATION OF CITY

4083

POPULATION OF COUNTY

46,340

COMMUNITY OVERVIEW

Cannon Falls is a growing small town located in southeastern Minnesota. Cannon Falls is surrounded by many other small communities and is centrally located on Highway 52, about 40 minutes from both Rochester to the south and Minneapolis/St. Paul to the north. Cannon Falls offers the advantages of small-town living and a friendly atmosphere, yet provides access to urban amenities.

WHY PEOPLE LIKE LIVING HERE

Cannon Falls is a beautiful place year-round and offers a vast array of recreational opportunities for people of all ages and interests throughout all four seasons. Main Street houses many locally owned shops and restaurants. Outdoor attractions include a community pool, John Birch Park, three local golf courses, a multitude of parks and playsets, snowmobiling, canoeing on the Cannon River, or bicycling on the 19.7 mile Cannon Valley Trail. Lake Byllesby Reservoir, the largest lake in southern Dakota County, offers two beautiful parks, camping, fishing, boating, swimming, splash pad and ice fishing. Students in the area have many opportunities to attend different schools based on their location and needs. Each program has opportunities for comprehensive education, fine art, and athletic participation.

CHURCH HISTORY

The vision of what was to become Riverwood Church began in the Fall of 1993 as a small group of people met together with the support of Cornerstone Church in Redwing, MN and Chapel Hill Church in Eagan. In May of 1995, Pastor Jay Barr was called to be the first pastor-leader. The church was launched on October 12th, 1995, and began holding services in the Cannon Falls Elementary School. Land was purchased in September of 2003. Nine years later, the construction on our current building was completed and we moved in on Easter Sunday of 2012. In 2015, a new mission and vision statement was drafted and confirmed. Riverwood opened its doors during the Covid Pandemic with 'Drive-In' church in the parking lot and continued to meet outdoors during the summer of 2020.

VISION, MISSION, VALUES

The heart in everything we do is to bring people into a relationship with Jesus Christ and to help them grow in that relationship.

Our mission is to Go Up, Go Deep and Go Out.

- Go Up toward the goal of knowing Christ fully through weekly worship, sermons, and prayer meetings.

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- Go Deep together in our walk with Christ through small groups, book clubs, bible studies, conferences, men's and women's ministries, and programming for our children and teens.
- Finally, Go Out building relationship bridges in our community and world that lead people to Christ through summer community children's programming, grief share, Cannon Falls food shelf, and local, national, and global missions.

AVERAGE WEEKEND ATTENDANCE

160

OVERVIEW OF WEEKLY WORSHIP GATHERING

We are affiliated with a denominational group called Converge North Central which is part of Converge Worldwide. Riverwood's average weekly attendance is 160 adults and children. We have a single site campus with one contemporary style worship service on Sunday mornings. We are located just outside the city limits of Cannon Falls, MN near Lake Byllesby. Riverwood's congregation is made up of individuals of all ages and walks of life. We have a strong community of younger families worshiping alongside mature adults and all ages in between. Our smaller community affords us the opportunity to break generational lines in order to truly grow with Christ. We pride ourselves on knowing each other and supporting one another in the joys and sorrows of life. Additionally, we have many involved in leading and supporting the day-to-day operations of the church. While we are led by an Elder Board that is composed of men, women are valued and hold leadership roles in many other areas of the church. Our congregation has a "can do" attitude and often comes together to serve others and the Lord. New attenders frequently comment on the warm, welcoming atmosphere.

WORSHIP STYLE OF YOUR CHURCH

Our worship style is contemporary with occasional hymns led by a worship team with a full or partial band.

TELL US ABOUT YOUR FACILITY

Our building was built in 2012 and is comprised of a great room, sanctuary, Christian education classrooms, office suite, and commercial kitchen. It was built with the intent of all areas being multi-purpose and able to be utilized for a variety of events and ministries. The building is situated on 15 acres near Lake Byllesby.

OVERALL BUDGET (THIS FISCAL YEAR)

\$275,000

OVERALL LONG-TERM DEBT OF THE CHURCH

\$600,000

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DENOMINATIONAL AFFILIATION AND/OR OTHER PARTNERSHIPS

We are affiliated with a denominational group called Converge North Central which is part of Converge Worldwide. We are partnered with AWANA.

GOVERNANCE & POLITY

We are led by an Elder Board that is composed of men, however women are valued and hold leadership roles in many other areas of the church. The lead pastor is considered an Elder. Our constitution and by-laws direct our policies.

CURRENT PAID STAFFING LEVEL

- Senior Pastor
- Outreach Pastor
- Youth Pastor
- Facilities Manager and Finance Director
- Administrative Assistant

MAJOR MINISTRIES OF THE CHURCH

- Children's Ministries -- Riverwood invests in its Children's Ministries. On Sunday morning, children take part in worship songs and are dismissed to @rk (At Riverwood Kids). This program is designed to help our children grow in their understanding of God. This children's program is led by a dedicated team and has many people engaged to serve our children.
- AWANA -- AWANA is hosted at Riverwood Community Church. We draw many children and families from our community into our church with this ministry.
- Kids Summer Adventure (KSA) -- KSA is a Vacation Bible School on steroids. Kids come from all over to attend this week long, fast paced event. The campers experience God in many ways throughout the week. The kids are serving through food packs or assisting in projects, singing worship songs, or experiencing God on field trips. When kids no longer are able to attend as a camper, they come back and volunteer.
- Youth Ministry -- Riverwood Student Ministries (RSM) is lead by a lay member of our church. This is for middle and high school students. Currently, we are in need of rebuilding this program, but still have youth attending.
- Men's Ministries -- The men's ministries offer a few different events throughout the year. From September through April, the second Saturday of the month there is a men's breakfast. During this time men hear testimonies from other men and have fellowship together.
- Annually the men's ministry does a steak fry. This is currently the largest event for men. After enjoying steak with all the fixings, there is a speaker who energizes the men in attendance.
- Women's Ministries -- The largest event for the Women's Ministry is the Women's Christmas Dessert. The food is served by the men and consists of an evening of worship followed by an inspirational message. The women's ministry team provides a couple of retreats for the women throughout the year as well. Many of the women in our

congregation extend invites outside the walls of the church and this simple invitation has been bringing more women to these retreats.

- GriefShare -- GriefShare continues to bear fruit for those individuals who are suffering from a loss. Throughout its many years offered at Riverwood, it still is one of our most successful ministries we provide for our community.
- Small Groups -- Riverwood hosts several small groups weekly for men, women, and co-ed groups.

OUTREACH PROGRAMS OVERVIEW

- TreeHouse -- Riverwood has partnered with other churches to sponsor TreeHouse Ministries for our youth.
- Services in care centers and assisted living -- The Outreach Pastor and other pastoral staff in our community offer services to those in a care center or assisted living facility. This is a rotating shared duty with other pastors.
- Food shelf -- Several times a year we raise money or food for the local food shelf.
- Missions -- We support several local and global missionaries.

IN THE MOST GENERIC SENSE, HOW WOULD YOU DESCRIBE YOUR CHURCH THEOLOGICALLY?

Evangelical - Moderate

PUBLISHED THEOLOGICAL STATEMENT

The Bible

The basis for our belief is the Bible which consists of the 66 books of the Old and New Testaments. God gave us all the books of the Bible and His Spirit worked through chosen writers. The Bible is God's authority and reflects the backgrounds, styles, and vocabularies of the human authors. The books of the Bible in their original versions are without error and will never let us down. The Bible is our full and final authority over all practices and beliefs. No other writings are God-given in the same way as the Bible. (2 Timothy 3:16; 2 Peter 1:20,21)

God

We believe there is one true, holy, perfect God. God has always existed and always will as three persons - Father, Son, and Holy Spirit. (Genesis 1:1; Matthew 28:19; John 1:1,3; 4:24; Acts 5:3,4; Romans 1:20; Ephesians 4:5,6; 2 Corinthians 13:14)

- God is our Creator: God created, out of nothing, the world and everything in it.
- God is our Provider: God continues to be actively involved in sustaining all of creation.
- God is our Savior: Throughout history and because of His love, God has and will continue to give the way and the means for people to return to God and escape from sin and death.

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Salvation

Rescue & Renewal In the Bible, God invites all people into a relationship with Him. People were originally created to know and love God, but we rebelled and chose our own way. As a result, we are blocked from intimacy with God and we are unable to please God since our entire self is distorted. Our sinful separation from God took place at the beginning of human history, and all individuals since have suffered the consequences of separation from God and a corrupted sinful nature. Therefore, we are all in need of God's rescue from our condition. (Genesis 1:26,27; 3:1,24; Romans 3:25; 5:12-18; 1 John 1:8) God offers His salvation as a free gift of His love. He does not offer it as a result of our goodness or our efforts. And there is no other way back into a relationship with God except by accepting His gift of salvation by turning from sin and turning to Jesus. Once an individual has done this, God promises in the Bible that: all sin is forgiven, the individual is made new as a child of God, and God will bring the work of renewal to completion. (John 3:3,5; 1:12,13; James 1:18; 1 Peter 1:23; Ephesians 2:8,9)

Jesus Christ

Savior Jesus Christ is fully God - the second Person of God's three persons - and fully human - through a miraculous conception by the Holy Spirit and a virgin birth. (Matthew 1:18-25; Luke 1:26-38; Romans 9:5; Titus 2:13). He perfectly obeyed God the Father throughout His life. By His own choice, he paid for the sins of all by dying on the cross as our substitute. His death on the cross: satisfied the just demands of God and rescued and renewed all who trust in Him alone. Jesus rose from the dead in the same body, though heavenly-transformed, in which He lived and died. He ascended into heaven, and sat down at the right hand of God the Father. He serves as the only Mediator between the Father and people, pleading to the Father on behalf of His followers. He shall return to earth, personally and visibly, to bring to a close human history and to fulfill God's biblical plan. (Isaiah 53; Matthew 20:28; John 3:16; Romans 3:24-6; 5:1; 1 Corinthians 15:3; 2 Corinthians 5:21; Ephesians 1:7; 1 John 2:2; Matthew 28:6; Romans 10:9; 1 Corinthians 15:14; Matthew 26:64; Acts 2:33-36; Hebrews 7:25)

The Holy Spirit and the Christian Life

The Holy Spirit was sent into the world by the Father and the Son to apply Christ's salvation to the world. The Holy Spirit brings God's ways to light in the minds of sinners, wakes them up about their need for a Savior, and, when they choose Jesus, He gives them a new birth in Christ. At the point of accepting God's gift of Jesus as Savior, turning from sin, and agreeing to follow Christ, the Holy Spirit takes up permanent residence in each Christ-committed follower. In the Christ-follower, the Holy Spirit provides spiritual assurance, strength, comfort, help, and wisdom, plants a unique gift for building up the church, and guides in understanding and applying the Bible. The natural response to God's love and a genuine life-changing relationship with Jesus Christ is the pursuit of a life of holiness and obedience to God. Christ-committed followers develop in these areas only by allowing the work of the Holy Spirit, the third Person of God's three persons, in their lives. Through faith, the Christ-follower accesses the Holy

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Spirit's power and control. Only then is it possible for the Christ-follower to lead a life of Christ-like character that achieves God's purposes. (John 16:5-15; Romans 8:16,23,26,27; 1 Corinthians 12:7-31)

Human Destiny

Death fixes the afterlife for each person. Everyone will be raised into the spiritual world in bodily form. A judgment will determine the fate of each individual. Those who have not followed Christ and accepted His gift of salvation will be separated from God forever into everlasting punishment. Christ-followers will be ushered into a heavenly kingdom and a relationship with God that lasts forever. (Acts 1:11; 1 Thessalonians 4:16,17; Matthew 24:42-51; Matthew 25:1-13; John 5:28-29; 1 Corinthians 15; 2 Corinthians 5:10; Matthew 25:31-46; Revelation 20:4-6,11-15)

The Church

When a person agrees to accept Christ's gift of salvation and follow Him, they automatically join the ranks of all Christ-committed followers. All believers are members of Christ's body, the Church. There is one true worldwide Church made up of all those who accept Jesus Christ as their Savior and as their Lord. The Bible commands Christ-followers to meet together and be committed to: worship, prayer, the teaching of the Bible, the observance of baptism, and communion as established by Jesus Christ (Acts 2:28-47; Matthew 28:18-20; Acts 8:36-40; 10:47; 18:8; Romans 6:3,4; 1 Corinthians 11:23-29)

- Baptism means to totally cover or immerse. Jesus directed His followers to be baptized which would show them to be totally covered with the Holy Spirit. His disciples made a conscious decision to be baptized. They displayed this by being immersed into water. We believe that this example of baptism holds the richest connection to biblical example and testifies most accurately to others that we are Christ's and have chosen to humbly identify ourselves with His death and return to life. Other methods of believer's baptism are not practiced except in rare instances where a total water immersion would be dangerous or unavailable.
- Communion remembers our need for Christ, our acceptance of His sacrifice for our sins, and our unity in Him and His body, the church. We participate together as a church in sharing a communion "meal" of broken bread and juice. The broken bread reminds us of Christ's body, which was broken for our sins, and it also reminds us of our unity as we share in one loaf together. The juice reminds us of Christ's blood spilled to purify us and make us holy and acceptable to God. It also represents a victory celebration of our eternal life in Christ - forever with Him in His Kingdom.
- Christ-centered community with each other, service to the church through the development and use of talents and gifts, the giving and sharing of material resources with each other and the church, and outreach to the world (Matthew 28:19-20; Acts 1:8). Wherever Christ-committed followers meet regularly in obedience to this command, the church, the body of Christ, is represented locally. Under the guidance and care of pastors and other leadership, the church's members are to work together in love and unity, intent on the ultimate purpose of loving God and loving others in Christ. (Romans 12:4-6; 1 Corinthians 12:4-6; Ephesians 2:19-22; 4:12-16; Hebrews 10:24-25)

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WHAT THEOLOGICAL HILLS WILL YOU DIE ON?

- The Bible is the inerrant word of God.
- Jesus, is the second person of the trinity- came to earth completely God & completely man, died on the cross for ALL and was the propitiation for sin.
- The definition of marriage is between one man and one woman as established by God.
- Every human, with no exception, is of the utmost value as they are made in the image of God.
- As a disciple of Christ our first allegiance is to God and His kingdom, not to country, pastors or any other earthly being or entity.
- The provision of Salvation is only by Jesus' prophesied death and resurrection.

HOT-BUTTON SOCIAL/CULTURAL ISSUES FOR YOUR CHURCH

"But God demonstrates His own love toward us, in that while we were still sinners Christ died for us" Romans 5:8

- As we live in this world as God's ambassadors we are on a mission to reconcile people to Christ by seeing them as people that are loved by God and whom we are called to love. Regardless of the life style, struggles, and sin a person has, we are to love them while walking in the truth of the scriptures.

BIGGEST CHURCH 'WINS' IN LAST 18 MONTHS?

- Updating Bylaws and Constitution -- The constitution and bylaws were updated in 2022 to reflect how Riverwood Operates.
- Building Back Ministries -- Ministries during the pandemic were hit hard. There were several challenges our church faced, but new leaders and enthusiasm have brought people back together.
 - Examples:
 - Our children's ministry is now led by a collative effort by three women who are engaged and ensuring our children are being taught about God.
 - Men's breakfast only had 12-14 guys show up during the pandemic. Now, we see 25-30 men showing up and bringing their sons.
 - Women's ministry has more programs and events then it did before the pandemic. Now, there are things going on throughout the whole year.
- Finance Team -- Our finance team is now actively engaged in the church. They are meeting with ministry leaders and building budgets to support them. The finance team are good stewards of the funds God has blessed us with and are trying to better impact on the kingdom with the funds we have.

BIGGEST OPPORTUNITY FOR YOUR CHURCH IN THE NEXT 12 MONTHS

- Building a stronger youth program.
- Provide KSA with the resources this ministry needs.
- Ensure all ministries embrace the mission and vision of our church.

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- Establish more small groups.
- Continue growth in the area of discipleship.

CHURCH'S BIGGEST CHALLENGE FOR THE FUTURE

- Utilizing our existing space as we experience growth.
- Expanding our ministries beyond the church walls.
- Challenging the world view with Biblical truth and knowledge.

TITLE OF POSITION YOU ARE HIRING

Lead Pastor

OVERALL DESCRIPTION OF THIS POSITION

We are looking for a Senior/Lead Pastor called by God to be a gifted leader and advocate for Riverwood's vision and mission for the purposes of leading, modeling, and teaching God's ways. As a Lead Pastor, this person displays their commitment to Jesus Christ in their sermons, spiritual leadership, vision casting, and pastoral care for the congregation and community. As the Lead Pastor he will lead, mentor, and develop Riverwood's staff, volunteers and members.

REPORTING RELATIONSHIP

The Lead Pastor will be a member of the Church Elder Board. The Elder Board and/or Lead Elder will have oversight of Lead Pastor. The Lead Pastor will be responsible for the oversight of the church staff.

GOALS AND EXPECTATIONS

- During the first year the goals and expectations would be relationship-building within the church and community. There has been much healing accomplished and we're moving forward.
- There is a need for vision building and strategic planning in our church body.
- We are needing a pastor who will make an investment in growing faith in individuals, families, and marriages for a spiritually healthy congregation.
- Help us pursue our mission statement, reconciling lives through the love of Christ.
- We want a Lead Pastor to invigorate our ability to go up to God, and grow deeper with God through our various ministries.
- Help us strengthen our fellowship with one and other in the church so we truly become a church family that loves, supports, prays, and grows in faith together.
- Be a Lead Pastor to shepherd Riverwood with strong spiritual leadership, guiding and modeling, vision casting, and the ability for personal pastor care.

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- In the future, we are looking to bolster, improve, and create opportunities for all our ministries and church activities. Growing our church congregation and being active in the community to help people show what followers of Christ can accomplish and bring the community into faith with us.

DO YOU HAVE A JOB DESCRIPTION FOR THIS ROLE?

PURPOSE:

- The Senior Pastor is God's called and gifted leader and advocate for Riverwood's vision and mission for the purposes of leading, modeling, and teaching God's ways.

QUALIFICATIONS:

Spiritual

- Commitment to Jesus Christ as Savior and Lord
- Leadership, giftedness in ministry, and willingness to serve (1 Peter 5: 2-3)
- Spiritually grounded, i.e. not a new believer (1 Timothy 3:6)
- Ability to communicate biblical knowledge (1 Timothy 3:2)
- Good reputation within and outside the church (1 Timothy 3:2, 7; Titus 1:6)
- Self-control and biblical attitudes in relationships (1 Timothy 3:2-3, Titus 1: 6-7)
- Measure of the fruit of the Spirit (Galatians 5:22-23)

Education and Experience

- Completed a Master of Divinity degree with an accredited evangelical seminary OR
- Completed a Bachelor's degree in ministry from a Christian College and a willingness to complete further education
- Five or more years of previous pastoral experience (may be as associate, youth, or lay leader)

Requirements

- Commitment to Riverwood's statement of faith, vision, purposes, values, and people
- Participating member of Riverwood (see Constitution, Article Four) or will become one
- Baptism by Immersion or willingness to be baptized

ACCOUNTABILITY:

- Accountable to: God, Riverwood's vision, Board of Elders
- Accountable for: Board of Elders, Riverwood's mission and strategic plan, Riverwood staff

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RESPONSIBILITIES & EXPECTATIONS:

Spiritual Leadership

- Develop and lead weekly Sunday Celebrations that glorify and worship God.
- Prepare and deliver Biblically based messages for Sunday Celebrations.
- Provide relevant and practical application of the scriptures to the everyday life.
- Take responsibility for Riverwood's regular practice of the biblical ordinances of baptism and communion.
- Participate at weddings, funerals, etc. as needed and as determined by the Board of Elders.
- Oversee adult, youth, and children's education programs.

Leadership Development

- Participate on Board of Elders, incorporating leader development as a component.
- Develop and oversee Ministry Team meetings for the purpose of leader development.
- Lead and mentor Riverwood staff, including hiring and arranging training.
- Perform annual, documented evaluations with Riverwood staff.
- Evaluate healthy functioning of ministry teams alongside Board of Elders.
- Provide opportunities for all involved with Riverwood to discover and utilize God-given gifts.
- Enrich personal leadership skills through leadership seminars, coursework, books, etc.

Vision-Casting

- Work together with Board of Elders in discerning, promoting, and implementing God's vision and direction for Riverwood to achieve its stated mission.

Guide & Model

- Petition the Lord in prayer for Riverwood and it's people.
- Personal relational evangelism with the unchurched and lost.
- Maintain a weekly Sabbath and a daily habit of spiritual disciplines.
- Pursue growth through study and education, both as a pastor and as a person.
- Live a balanced and healthy lifestyle.
- Maintain personal accountability with a mentor.

Pastoral Care

- Provide counsel in crisis situations for a maximum of four sessions (more in-depth counseling will be referred and/or coordinated through other ministries).
- Ensure relational care is taking place through small groups, coaching, and other relationships.
- Affirm, thank, and recognize Riverwood family and special guests for their contributions, especially those who provide an exceptional and/or excellent ministry to the Kingdom.

Community Connection & Beyond

- Participate in Converge North Central, including statewide church planting strategies.
- Establish and ensure Riverwood's community involvement with the area body of Christ.
- Contribute to the local paper as requested.

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EDUCATIONAL PREFERENCES

Preferred completion a Master of Divinity degree with an accredited evangelical seminary OR will accept a Bachelor's degree in theology from a Christian College and a willingness to complete further education

AGE VS EXPERIENCE

We would prefer five or more years of previous pastoral experience (may be as associate, youth, or lay leader).

DENOMINATIONAL AFFILIATION

We are looking for a lead pastor who aligns with our Statement of Faith.

HOW IMPORTANT IS GEOGRAPHICAL LOCATION TO YOU?

Riverwood is willing to hire someone from anywhere, but would want our lead pastor to move and live within our community.

WHAT TECHNICAL ABILITIES (IF ANY) ARE REQUIRED?

Ability to create slides for sermons (as needed).

EQUIPPER OR DOER?

Equipper

ATTRACTIONAL VS. MISSIONAL

Missional

BUDGET AREA SUPERVISION

\$275,000

WHAT WOULD IMMEDIATELY DISQUALIFY SOMEONE?

Someone would be disqualified if they did not meet the following requirements:

- Commitment to Riverwood's statement of faith, vision, purposes, values, and people
- Participating member of Riverwood (see Constitution, Article Four) or will become one
- Baptism by Immersion or willingness to be baptized
- Additionally our constitution outlines that a pastor will be male.

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URGENCY

Riverwood has been without a lead pastor for over 2 years. As humans, we feel this is a 10 and a very urgent matter. However, we are trusting in God's plan and His timing. We would much rather follow the path of God rather than our own.

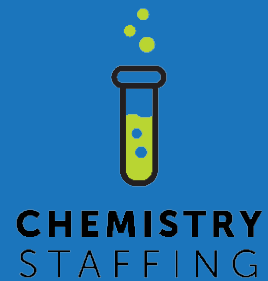
FINALLY...

A man who knows God and wants Him to be known.

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Public Posting

Riverwood Community Church

Lead Pastor

Cannon Falls, Minnesota

Riverwood Community Church in Cannon Falls, Minnesota is in search of their next Lead Pastor. The heart in everything this community of faith does is to bring people into a relationship with Jesus Christ and to help them grow in that relationship. They are looking for a Lead Pastor called by God to be a gifted leader and advocate for Riverwood's vision and mission for the purposes of leading, modeling, and teaching God's ways. As a Lead Pastor, this person displays their commitment to Jesus Christ in their sermons, spiritual leadership, vision casting, and pastoral care for the congregation and community. As the Lead Pastor they will lead, mentor, and develop Riverwood's staff, volunteers and members.

What you'll be doing:

- Develop and lead weekly Sunday Celebrations that glorify and worship God
- Prepare and deliver Biblically based messages for Sunday Celebrations
- Develop and oversee Ministry Team meetings for the purpose of leader development
- Lead and mentor Riverwood staff, including hiring and arranging training
- Work together with Board of Elders in discerning, promoting, and implementing God's vision and direction for Riverwood to achieve its stated mission
- Ensure relational care is taking place through small groups, coaching, and other relationships

What skills you need to have:

- Commitment to Jesus Christ as Savior and Lord
- Leadership, giftedness in ministry, and willingness to serve
- Ability to communicate biblical knowledge (1 Timothy 3:2)
- Completed a Master of Divinity degree with an accredited evangelical seminary
- or completed a Bachelor's degree in ministry from a Christian College and a willingness to complete further education
- Five or more years of previous pastoral experience (may be as associate, youth, or lay leader)

Cannon Falls is a growing small town located in southeastern Minnesota. Cannon Falls is surrounded by many other small communities and is centrally located on Highway 52, about 40 minutes from both Rochester to the South and Minneapolis/St. Paul to the North. Cannon Falls offers the advantages of small-town living and a friendly atmosphere, yet provides access to urban amenities.



APPLY NOW

