



CHEMISTRY
STAFFING

CHURCH & CANDIDATE PROFILE

LEAD PASTOR
The Journey North
Baxter, MN

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Population of City

25,000

Population of County

68,000

Community Overview

The Brainerd Lakes Area is a very desirable place to live in Minnesota. Many Minneapolis/St. Paul individuals use our area as a vacation destination throughout the year. Many of our resorts, lakes, trails, shops, and restaurants appeal to people of all ages.

Why People Like Living Here

Most people like living in the Brainerd Lakes Area because of the beautiful area that surrounds it. There are many trees, lakes, resorts, golf courses, walking trails, biking trails, shops, and restaurants that appeal to many individuals. It's a great place to raise a family due to the conservative nature of the population and very good public schools. Real estate proves to also be affordable in comparison to the Minneapolis/St. Paul metropolitan areas.

Church History

The Journey North was formed in 2003 and first started meeting in an old school. We bought a building in Baxter around 2015. Our lead pastor resigned in 2020 and we've been searching for a lead pastor since.

Vision, Mission, Values

OUR MISSION:

Engage, Equip, and Empower for the cause of Christ

OUR PURPOSE:

LOVE GOD.

Then the eleven disciples went to Galilee, the mountain where Jesus had told them to go. When they saw him, they worshiped him; but some doubted. Then Jesus came to them and said, "All authority in heaven and on earth has been given to me. Therefore go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you. And surely I am with you always, to the very end of the age. (Matthew 28:16-20)

LOVE PEOPLE.

Jesus replied: "'Love the Lord your God with all your heart and with all your soul and with all your mind. This is the first and greatest commandment. And the second is like it: 'Love your neighbor as yourself.' (Matthew 22:37-38)

AUTHENTICITY

Allowing people to be who they are while helping them to become who God created them to be. (Psalm 139:14-16, Ephesians 2:10)

GENEROSITY

Generosity is freely sharing what you have with others. It is being willing to offer help, time, or money when it is needed. To be generous means giving something that is valuable to you without expectation of reward. (Acts 20:35, Matthew 6:21)

HONOR

We believe that every person has value because they are created by God. It is our desire to love each other deeply and put others before ourselves (Romans 12:10)

RELEVANCE

Jesus modeled the kind of life we all need to live to catch the world's attention and bring people into a relationship with him. We desire to speak into people lives in a language they can understand to bring about life transformation. (1 Corinthians 9:22)

UNITY

Relationships are a priority when addressing issues. A team approach to ministry, problem solving, and decision making will be the norm. We have a common purpose at our core: to bring people into a deeper relationship with Christ. (Psalm 133)

SCRIPTURE

The Bible is a compilation of God's unique revelation to people.

TRINITY

There is only one God...Father, Son, and Holy Spirit.

GOD

God the Father is the creator, source, sustainer, and sovereign of all creation. He is just and holy, merciful and gracious, slow to anger, and abounding in steadfast love and faithfulness.

JESUS CHRIST

Jesus Christ is the Son of God. Jesus lived a sinless human life, willingly took upon Himself all of our sins, died and rose again bodily, and is at the right hand of the Father as our advocate and mediator.

THE HOLY SPIRIT

The Holy Spirit convicts the world of sin and draws people to Christ.

GOD'S IMAGE

All people are created in God's image and matter deeply to Him.

OUR SIN

Apart from Jesus, all people are spiritually lost and, because of sin, deserve the judgment of God.

PRAYER

Prayer is an integral part of spiritual growth and is key to a growing relationship with our Creator.

ETERNITY

Death seals the eternal destiny of each person.

BODY OF CHRIST

All Christians are members of the body of Christ, the one true church universal.

LOCAL BODY

The local church is a congregation of Christ followers who gather for worship, prayer, instruction, encouragement, mutual accountability, and community with each other.

ORDINANCES

Baptism and the Lord's Supper are two ordinances the Lord Jesus Christ has committed to the local church.

Average Weekend Attendance

350

Attendance Trend

Growing

Overview of Weekly Worship Gathering

TJN services currently are scheduled for two services on Sunday at 9am and 10:30am. Our worship is moderate contemporary music. And our preaching style is more thematic.

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Tell Us About Your Facility

TJN is home to a single-building facility that was fully remodeled in 2015. It is extremely functional with a large area for gathering during, before, and after services. There are separate wings for kids, meeting rooms, and church offices.

Overall Budget (this fiscal year)

\$850,000

Overall Long-Term Debt of the Church

\$700,000

Denominational Affiliation and/or other Partnerships

TJN is a Baptist church under the Converge umbrella.

Governance & Polity

TJN is currently a pastor lead church with guidance coming from the governing team elect.

Current Paid Staffing Level

Part time:

Preaching Pastor

Executive Pastor

Bookkeeper

Facility Manager

Kids Ministry

Full Time:

Worship Pastor

Student Pastor

Office Manager

Major Ministries of the Church

TJN currently has a youth ministry/KHAOS ministry, kids ministry, missions ministry, and AWANA ministry.

Outreach Programs Overview

TJN currently offers RUBY's Pantry, Brainerd Area Soup Kitchen, Trunk or Treat, ACTS Services, Operation Christmas, Lakes Area Pregnancy Support and Bridges of Hope.

In the most generic sense, how would you describe your church theologically?

Evangelical - Conservative

Published Theological Statement

TJN currently doesn't have a theological statement. We operate under our Mission Statement, Core Beliefs, Statement of Faith that was listed prior.

What theological hills will you die on?

The theological belief that Christ died for our sins and gaining heavenly eternal life is only through Jesus. God is made up of the Father, Son, and Holy Spirit. There is only one way to heaven/salvation, and that's through Christ Jesus.

Hot-Button Social/Cultural Issues for Your Church

As far as alcohol consumption goes, we believe that we are called to not engage in drunkenness. TJN believes that marriage is between a biological man and a biological woman only.

Biggest Church 'wins' in last 18 months?

At TJN, we have baptized many in the name of Jesus...our 2023 Easter service saw almost 1200 people come through the door. Additionally, many new faces have come through the door over the past 18 months becoming consistent attendees. Lastly, our worship team has grown and offered a great deal to our attendees these past 18 months.

Biggest Opportunity for Your Church in the Next 12 Months

At TJN, there is a huge opportunity to grow our membership with the amount of new and old faces coming through the doors over the weekend services. Additionally, our student ministry continues to grow under the leadership of our Student Ministries Pastor.

Church's Biggest Challenge for the Future

TJN's biggest challenges fall under finding consistency with our lead pastor who can cast a vision that members and attendees can get behind. Discipleship needs to be stronger as we do a great job of getting people through our door, but lack a consistent plan of how to keep them.

Title of Position You Are Hiring

Lead Pastor

Category of Hire

Senior / Lead Pastor

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Full Time Position?

Yes

Describe the last person that held this position

The last Lead Pastor of TJN was Mark Bjorlo. He was the founder of the church in 2003. He left his position in the Spring 2021 to take the President role of Converge North Central.

Reporting Relationship

This position is for the Lead Pastor. TJN is a pastor-lead church that asks that the Lead Pastor consults with the governing team on major decisions made.

Goals and Expectations

TJN needs a Lead Pastor who can cast a consistent vision to its members that they can get behind spiritually and financially. We also need to grow our kids ministry where it will bring new families through the doors of TJN. Additionally, TJN needs a strong leader that the staff can get behind and they can count on things to get done when it's said it will get done.

Do you have a job description for this role?

The lead pastor is responsible to provide leadership and oversee the direction, thrust, and ministry of the entire church, including its values and spiritual vitality. He shall be the spiritual leader of the church and shall preach and teach the word, lead the public church services, administer the ordinances, lead the staff, in administering the affairs, and the day-to-day business of the church, and lead its members in a practical Christian life.

He shall be a voting member of the governing team and an ex-officio member of all church organizations. He shall strive to establish and accomplish objectives in conjunction with the various organizations and ministries of the journey north.

He/he shall direct the church staff, and the following ways: provide counsel, encouragement, and Christian discipline. This is to assist in the accomplishment of the objectives for each staff member. All staff are responsible to the Lead Pastor; either directly, or indirectly through another staff member, the lead pastor shall designate.

Worship Style of Your Church

TJN's worship team is a full band that performs more modern contemporary music on a weekly basis. Many of the artists that are played on the weekends are Zach Williams, Bethel, Elevation, Hillsong, Phil Wickham, and We The Kingdom are just some examples.

Educational Preferences

At TJN, formal/theological training is important where they can preach scripture truths and lead members/attendees to a closer relationship with Jesus. They can be strong and affirmative in the teachings of the Bible and how that applies (Application Preaching) to the everyday life of TJN attendees.

Age vs. Experience

TJN needs a pastor that has a proven track record leading a church that has been on the decline over the past couple of years. They need to have a vision for growth and still be able to learn while on the job.

Denominational Affiliation

TJN doesn't necessarily need a Baptist-specific pastor. We need a pastor that is strong in their Biblical beliefs and that agrees with the statement of faith of TJN that has been previously stated.

How important is geographical location to you?

Geographical location isn't too relevant to what TJN is looking for. We'd like the next lead pastor to live within our community so they can share this lifestyle of TJN attendees/members.

What skills are you looking for specifically?

TJN is in need of strong leadership to lead its members into the next phase of what this church can be. This leader needs to display humility, humor, and display a strong moral compass. Their preaching needs to be strong, passionate, and charismatic.

What technical abilities (if any) are required?

No technical abilities are needed other than basic computer and phone skills.

Equipper or Doer?

In TJN's current situation, we need a doer...first year or two. With that said, after the work is being done we'll need them to equip others to help in that role as well specifically with staff support.

Attractional vs. Missional

TJN's current worship is attractional. Our worship is what can get people through our doors as it can be very moving and inspirational.

Budget Area Supervision

The current lead pastor at TJN will oversee the entire budget.

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Personal Characteristics Desired

The current TJN lead pastor will need to display many characteristics such as humility, humor, trustworthiness, and integrity.

What would immediately disqualify someone?

We feel that anyone who doesn't believe the Bible is the Word of God would not fit our culture. Their definitive beliefs need to line up with ours: in marriage, and salvation, and that what the Bible says is applicable to our everyday life.

Urgency

This position needs to be filled with the right candidate as soon as possible. We've been without leadership for almost three years, and TJN needs this filled.

Other "Must Have" Skills

- Strong Leadership
- Biblically Strong
- Discipleship
-

Other "Nice to Have" Skills

- Social skills
- Approachable
- Humility

Finally...

TJN's perfect hire would be a strong leader that can unite a church that has lacked leadership for some time.

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Public Job Posting

The Journey North

Lead Pastor

Baxter, MN

The Journey North (TJN) in Baxter, MN, is in search of a Lead Pastor to lead their congregation. They are looking for a consistent spiritual leader to cast a vision for the church and oversee the direction, thrust, and ministry of the entire church, including its values and spiritual vitality. He will preach and teach the word, administer the ordinances, lead the staff in administering the affairs, and the day-to-day business of the church, and lead members in a practical Christian life.

What you'll be doing:

- Preach and teach the Word of God
- Lead all public church services
- Focus on growing the kids ministry to bring new families to TJN
- Be a voting member of the governing team and ex-officio member of all church organizations
- Provide counsel, encouragement and Christian discipline to staff.

Skills you need to have:

- Strong preaching skills
- Experienced leadership
- Biblically strong
- Discipleship
- Humility
- Sense of humor
- Strong moral compass

The Brainerd Lakes Area is a very desirable place to live within Minnesota. Most people like living here because of the beautiful area that surrounds it. There are trees, lakes, resorts, golf courses, walking trails, biking trails, shops, and restaurants that appeal to many individuals. It's a great place to raise a family due to the conservative nature of the population and very good public schools. Real estate proves to also be affordable in comparison to the Minneapolis/St. Paul metropolitan areas.



APPLY NOW

