



CONGREGATIONAL & COMMUNITY PROFILE

for the position of

LEAD PASTOR

GRAND MARAIS EVANGELICAL FREE CHURCH
GRAND MARAIS, MINNESOTA

GREETINGS

We are encouraged that you are reading through our congregational and community profile and that you are perhaps interested in filling our open position for lead pastor. This document is the culmination of prayer, coupled with deep conversations about vision, member surveys, and meetings and interviews with the Director of Church Revitalization from the EFCA's North Central District office.

Should you have any questions after reading through the profile and attached job description, please reach out to the Discovery Team at discoveryteam@grandmaraisfree.church.

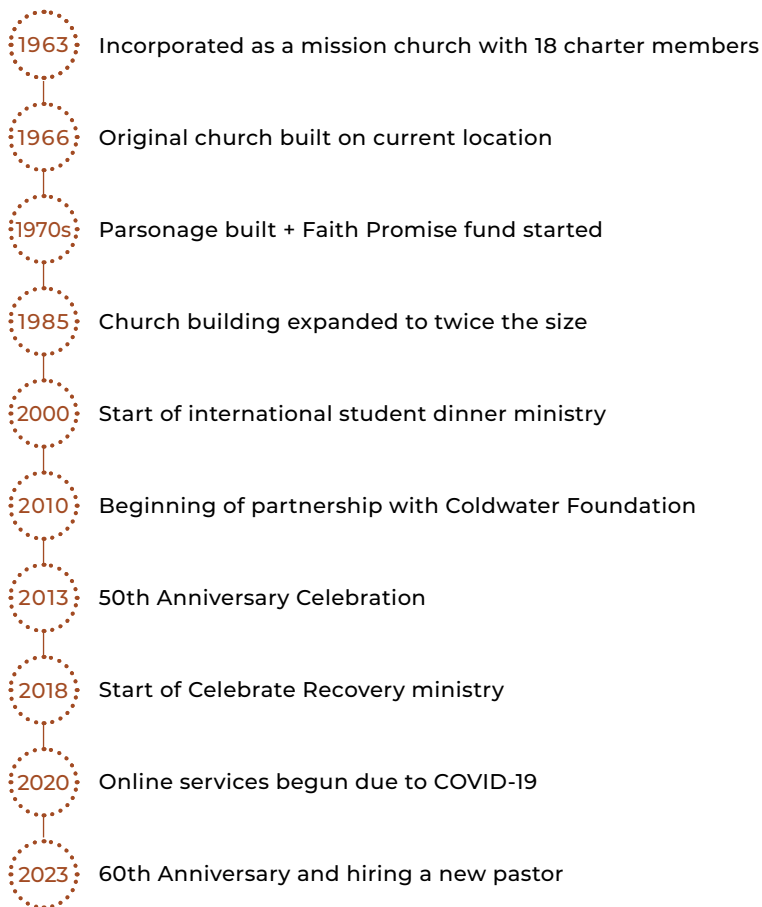


OUR STORY

MISSION STATEMENT

Encouraging people to grow in faith in Christ that is intimate, durable, and joyful.

Grand Marais Evangelical Free Church has faithfully preached God's Word and has been an integral part of the Cook County community for nearly 60 years. Clear preaching of the gospel binds us together to live missionally and to support and send missionaries locally, nationally, and globally.



8 PASTORS OVER
60 YEARS



40 YEARS OF
SUPPORTING YOUTH
MINISTRY



PASTOR DAVE'S
TENURE
2008—2023

CHURCH TRADEMARKS

HOSPITALITY & MISSIONAL SUPPORT

GMEFC was incorporated as a mission church and has maintained the priority of missions throughout its history and to this day.



The Faith Promise model invites members to pray and then pledge for missions above their regular giving. On average the Faith Promise fund supports seven missionary organizations yearly.



Missions includes support for both local organizations (support groups, youth development efforts) and missions to a variety of international people groups (currently the Philippines, Africa, and Panama).



Interest in caring for and supporting local individuals and families through ongoing hospitality ministries.



Helping Hands Fund regularly distributes funds to those in need primarily within Cook County.

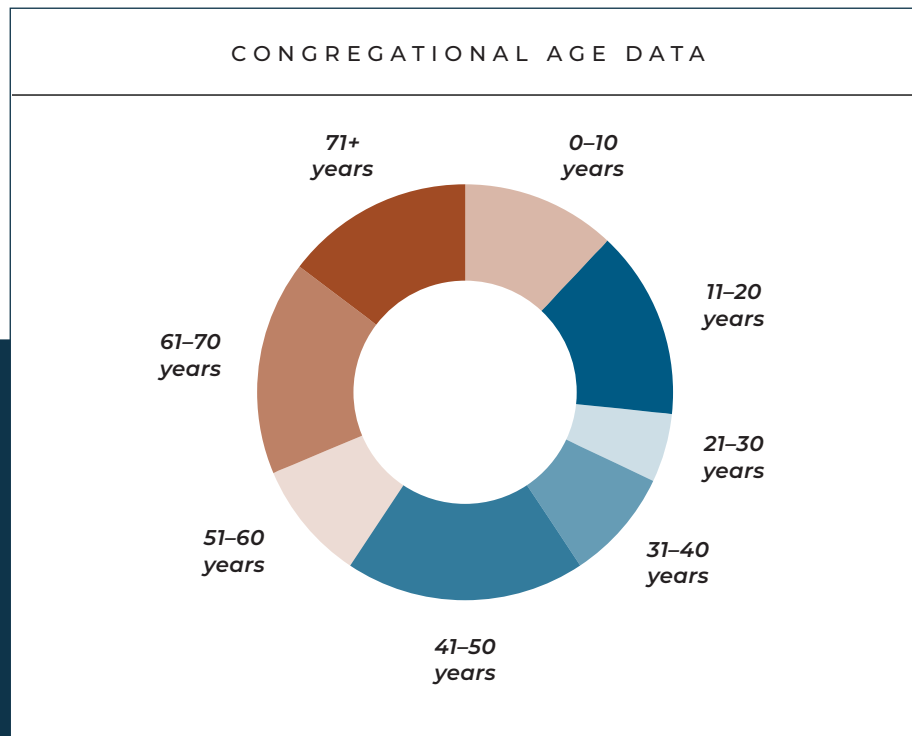


OUR COMMUNITY

PROS	CONS
Small town charm	Takes time to settle in and build community
Premier wilderness destination	Remote
Tourist destination	Limited professional employment and housing opportunities
Culturally rich in arts, crafts, and lifelong learning opportunities	Higher than average transitory population when compared with rest of the state

OUR CONGREGATION

As of December 2022, our congregation is made up of nearly even distribution of ages from infants to seniors. 150 members and regular attenders, consisting of 65 adult members, 60 non-member attendees and 40+ youth. The average age of attendees is 43 and attendance peaks in the summer months.



Our congregation ATTENDS OUR CHURCH because of:	Our congregation feels our church could use the MOST IMPROVEMENT with:
The Sunday Experience	Building community outreach
Fellowship/community	Larger volunteer participation
Love for the teaching	Discipleship



OUR MOTIVATIONS

Following is the culmination of prayer, coupled with deep conversations within our discovery team, surveys from our church body and consultation with the North Central District leadership. These five motivations represent a collective desire of the direction we want to move in and grow towards.

» A LIVED INCARNATIONAL THEOLOGY | EPH. 3:8-10

How will we ground ourselves in this world?

We are motivated to understand, receive, and live out the reality of Christ's incarnation and God's abundant grace. We want to intentionally celebrate where we see the presence of the Living God being glorified through our broken and gathered church.

» CATECHESIS: ESSENTIAL TEACHINGS | EPH. 1:7-10

How will we ground people of all ages in the tenants of faith and foster maturity and spiritual formation?

We are motivated to strengthen teaching on the central practices of Christ.

» DISCIPLESHIP | EPH. 4:12

How will we intentionally improve and increase the active role of individuals and equip both men and women to be co-leaders in all spheres?

We are motivated to collectively identify, call out and cultivate the spiritual gifts and natural talents that God has bestowed upon us for the building up of the body to do the work of ministry.

» FOSTER COMMUNITY EPH 4:2-3

How do we live authentically with each other as the body of Christ?

We are motivated to gather corporately and in small groups to nurture and, through vulnerability, transparency, and courage, build each other up to the fullness promised to us in Christ.

» FAITHFUL PRESENCE | EPH. 5:1-2

How will we thoughtfully, wisely and creatively engage our culture?

We want to invite people to experience God's hospitality, grace, and healing presence. We are motivated to be physically present and attentively listen to our local cultural narrative. We trust God to lead us to walk in love and be a fragrance of his mercies to our community.

OUR DISCOVERY TEAM MEMBERS

KATE DAHLMAN—Kate and her family moved to the community and became members of the church in 1984. She is a Registered Nurse and her husband, Bruce, is a family physician. They have three adult children and four grandchildren. In 1992, they were appointed missionaries with Africa Inland Mission (AIM). She has been a Nurse Educator for Africa Inland Mission in a variety of settings. Currently, she is on the AIM Member Care Team. Her Grand Marais interests include riding her E-bike, gardening, reading, and enjoying the summer months by the lake.

MARGIE DELAMATER—Margie, along with her husband, have been part of the church since 1994. She was a homeschooling mom to her two boys and served the church in various children's ministry programs and as a trustee. During that time, she was employed in the resort industry and later spent 13 years as the church bookkeeper. Currently, she works as a paralegal at a law firm and serves as a Celebrate Recovery leader. Her husband, a self-employed computer consultant, has served as an elder and trustee over the years.

MIRIAM HOREN—Miriam grew up in Minnesota and Illinois, the daughter of Salvation Army officers. After graduating with a BA from Asbury University in Kentucky, she taught Junior High for seven years. In 1969, she and her husband Richard became members of the church as they raised their three daughters. She has served as a Sunday School teacher, Women's Ministries leader, and Bible study leader. In 1992, she and Richard became Camp Directors for the Salvation Army Wonderland Camp and Conference Center. They retired and returned to Grand Marais in 2002.

GLENN LARSEN—Glenn was raised in a Christian home in Grand Marais. After four years in the U.S. Navy he pursued a career in counseling, attending the University of Minnesota & Trinity Evangelical Divinity School. Glenn and his wife, Renee, have three grown daughters and seven grandchildren. They raised their children in the town of Pine City, Minnesota, and in 2012, when they both retired they moved to Grand Marais. Glenn and Renee enjoy the outdoor life of skiing, snowshoeing & fishing. They love to practice hospitality as part of their commitment to intentionally doing kingdom work.

JOSH LINDSTROM—Josh grew up in Grand Marais and his family attended the Free Church in the late 70s-80s. When he was eight years old they moved to Michigan. Even as a young kid, Cook County left a significant impression with Josh and he eventually found his way back. He met his wife Stephanie while attending Northwestern College in St. Paul and they have now been in Grand Marais for almost 17 years. Stephanie is a first grade teacher and they have four children. Josh is also a local business owner of Fika Coffee.

SHERYL MARTINSON—Sheryl grew up on a dairy farm in southern Wisconsin and is thankful for the privilege of growing up in a Christian home. After high school, she attended Bible college and then worked as a Christian school teacher. After ten years in St. Paul, Minnesota, she and her husband Bruce, moved to the North Shore to build and manage Superior Ridge Resort-Motel. She also worked at a small nearby school. She is especially interested in the church's children's ministries and the care of our youngest attendees.

RUTH PSZWARO—Ruth has lived in Grand Marais with her husband, Justin, and their two boys since 2014. She is the Artistic Director for the Grand Marais Art Colony, as well as a poet and visual artist. Justin is a forester with The Nature Conservancy. Ruth received a BFA from Bethel University, St. Paul, and an MA in Christianity and the Arts from Regent College, Vancouver. She has a keen interest in fostering creativity, spiritual formation and a community of prayer.

KEVIN SUTTON—Kevin is the founder and director of Coldwater Foundation, a faith and leadership development program. He is passionate about discipling young leaders and helping them mature in their Christian faith. Wilderness is his favorite classroom to do that in. Kevin and his wife Jen have lived in Grand Marais since 2010. They have four grown children. He graduated from Northwestern College in Iowa and has an MA in Education from Wheaton College, Illinois. Kevin is originally from Ontario and he enjoys mountain biking, canoeing and eating good food with friends.

STEVE VEIT—Originally from Nashville, Tennessee, Steve spent every summer since 1998 in Cook County and has been a resident since 2005. He has served in youth ministry, taught adult Sunday school, and is currently on the elder board. Steve and his wife Deb have a seven year old son and he works as the Museum Technician at the Grand Portage National Monument. He enjoys playing Legos with his son, hiking and canoeing, birdwatching, reading Christian apologetics books, and admits that he probably holds an unhealthy obsession for all things international soccer.

OUR DENOMINATIONAL STATEMENT

The Evangelical Free Church of America is an association of autonomous churches united around specific theological convictions. These convictions can be found at: <https://www.grandmaraisfree.church/statement-of-faith>



1965 Ground Breaking with founding members Ray Whissemon, Pastor Arnold Erickson, Ed Anderson, Norman Larsen

QUESTIONS?

Please reach out to the Grand Marais Evangelical Free Church Discovery Team at
discoveryteam@grandmaraisfree.church

Baptism at Mink Lake 2022



JOB DESCRIPTION

JOB TITLE: Lead Pastor // REPORTS TO: Elders // STATUS: Full-Time, Salaried with Benefits

MISSION STATEMENT: Encouraging people to grow in faith in Christ that is intimate, durable, and joyful

PURPOSE

The Lead Pastor, with the support of the elders, will lead the congregation in journeying toward the Christ-centered vision and purposes of the church, aligning lay staff and leadership teams with its mission. This is achieved through incarnational living, teaching, preaching, spiritual formation, evangelism, discipleship and community-building.

KEY RESPONSIBILITIES AND DUTIES

- ✓ Preach, plan and prepare weekly worship services with church staff and lay leaders.
- ✓ Commission church lay leaders and staff through the development, encouragement, and equipping of the body in their individual and corporate gifts.
- ✓ Serve as a catalyst for the further development of small group ministries within the church body, including but not limited to Bible studies, adult Sunday School, and home small groups.
- ✓ Give particular attention to developing intentional teaching within the church body in relation to the essential tenets of the Christian faith in order to equip and mature believers.
- ✓ Develop a culture of curiosity and lead toward a thoughtful, wise and creative engagement with our community.
- ✓ Ensure that the systems, staff, practices and policies of the church responsibly and effectively support its ministry activities.

PARTICULAR TASKS INCLUDE BUT ARE NOT LIMITED TO

- ✓ Administer, provide oversight of and/or coordination for pastoral care needs of the congregation, including hospital visitation, home visits, counseling, marriages and funerals, communion and baptisms.
- ✓ Meet regularly with elders and as scheduled with the church council and membership.
- ✓ Supervisory support for employees, including but not limited to:
 - Youth Director
 - Ministry Coordinator

SKILLS AND STRENGTHS

- ✓ A divine and committed calling to the Triune God and to serve in this role
- ✓ Clear track record of Biblically sound teaching and preaching
- ✓ Social and spiritual discernment and perceptiveness, as well as being equipped to deal with controversy
- ✓ Excellent verbal and written communication
- ✓ Experience with the administrative tasks of an organization, such as google docs, spreadsheets, and budgets.

JOB DESCRIPTION

(CONTINUED)

PREFERRED

- ✓ Bachelor's degree in related field or MDiv degree from recognized institution
- ✓ Minimum of 2–5 years experience in direct Christian ministry

SALARY AND BENEFITS

This is a full-time, salaried position based on a 40-hour work week. Salary, which includes health insurance, retirement account, and housing, ranges from \$60,000–\$70,000, commensurate with experience.

I'M INTERESTED!

WHAT NOW?

That's fantastic! Please submit the following items to:

discoveryteam@grandmaraisfree.church

S U B J E C T: Pastoral Candidate

» Resume

» Three references who we may contact

» Answers to the following questions, no more than 2 pages in length:

1. Describe your top two primary spiritual gifts using the following categories and referring to Ephesians chapter 4:
 - Teaching
 - Prophecy
 - Evangelism
 - Shepherding
 - Apostleship
2. Please take some time to share how your spiritual gifts relate to the Motivations Statements.
3. Why is this a good time for you to be considering this position given your professional and ministry journey?
4. What attracts you to the Cook County / Grand Marais area?