



profile

We're seeking a new senior pastor here at 2|42! We're excited about selecting someone who shares our mission of helping people take next steps with God.

If you feel God is leading you to this opportunity, please read more about our church, our community, and the responsibilities of this position. Then, if your experience and calling align with the job description, please start the application process. We can't wait to see how God will use our new senior pastor to guide our campuses and spread the message of the gospel.

part one: church profile

part two: senior pastor profile

church profile

OUR MISSION

Help people take next steps with God.

We know everyone has a next step to take. It could be attending church for the first time, getting baptized, joining a small group, or leading a team of volunteers. Our mission is to help people take those next steps.

WHAT DOES 2|42 MEAN?

We think one of the best examples of our mission is found in Acts 2:42–47. Check it out:

They devoted themselves to the apostles' teaching and to fellowship, to the breaking of bread and to prayer. Everyone was filled with awe at the many wonders and signs performed by the apostles. All the believers were together and had everything in common. They sold property and possessions to give to anyone who had need. Every day they continued to meet together in the temple courts. They broke bread in their homes and ate together with glad and sincere hearts, praising God and enjoying the favor of all the people. And the Lord added to their number daily those who were being saved.

Simply put, we want to live out this example from the book of Acts. We want to be a church like the first church.

OUR HISTORY

2|42 Community Church began as a prayer. A small group of Christ-followers felt as though God was asking them to start a new church in rapidly growing Livingston County. This prayer was for a community of people who wholeheartedly followed Christ and were radical and innovative in their approach to declaring and demonstrating the message of salvation through Jesus Christ. The prayer lingered for years without, what seemed like, any progress. States away, God was preparing a pastor and was beginning to gather a team of people.

2|42 Community Church launched on February 13, 2005, with 500 people. By the fall of 2008, 2|42 had grown to 1,000 people and formed a launch team for a brand new campus in Ann Arbor. The two locations would share one name and vision.

Over the years, 2|42 expanded and moved far outside of the boundaries of Livingston and Washtenaw Counties. From the beginning, it was the desire of 2|42's leadership to grow and multiply in order for more people to have the opportunity to take next steps with God.

WHAT WE BELIEVE

From what we believe about God, to the Bible, to the Church—you can find all of that [HERE](#).

OUR CAMPUSES

Our campuses are located throughout southeast and central Michigan in small cities and suburban towns. We have campuses in the heart of Wolverine and Spartan territory, with our central offices located at the Brighton Campus, right between the two rival universities. Read more about area attractions and life in Michigan [HERE](#). If you're looking to dig into what life in the Brighton area looks like, you can read more in-depth information on Livingston County [HERE](#).

[brighton campus](#) | 2005 | 4,250 average attendance

[ann arbor campus](#) | 2009 | 2,250 average attendance

[lansing campus](#) | 2016 | 1,100 average attendance

[saginaw campus](#) | 2018 | 200 average attendance

[livonia campus](#) | 2020 | 300 average attendance

[monroe campus](#) | 2020 | 180 average attendance

[taylor campus](#) | 2020 | 850 average attendance

OUR AFFILIATION

We are an independent, non-denominational body of Christians. As part of the Restoration Movement, we are loosely connected with other churches through similar beliefs and practices. Christian Churches do not have denominational headquarters or convention from which they get support or administrative oversight. They are completely autonomous and self-governing.

We are also part of the [NewThing Network](#)—a movement of reproducing churches.

OUR LEADERSHIP

Senior Pastor: The Senior Pastor oversees and directs the work of the staff. The Senior Pastor is responsible and accountable to the Leadership Advisory Team (Elders) for his performance and the performance of the staff.

Lead Team: The Senior Pastor and the Executive Pastors comprise the Lead Team of 2|42 Community Church. The Executive Pastors are selected by the Senior Pastor. The Lead Team is responsible for the practical functions of congregational oversight, corresponding to the biblical roles of Elder.

Leadership Advisory Team: The Senior Pastor and a minimum of three people appointed by the Senior Pastor and affirmed by the Leadership Advisory Team. The Leadership Advisory Team provides accountability, protection, encouragement, and support of the Senior Pastor. Serving as “Sounding Board” and providing advice for Senior Pastor. The Leadership Advisory team speaks with one voice, maintains confidentiality and meets regularly.

THE NINE

To help people take next steps with God, we use a roadmap we call The Nine.

The three areas on the left are Celebrate (God & Me), Connect (The Church & Me), Contribute (The World & Me).

Along with guiding people to their next step, The Nine is used to help structure ministry priorities. 2|42 Kids and 2|42 Students use their own similar version of The Nine.

Each step of The Nine is talked about from stage on a regular basis, and every single week 2|42 attendees are encouraged to GO+BE the Church where they live, work, and play.



OUR CULTURE

people

We're a diverse community of people of all ages, races, and religious backgrounds. We invite everyone to come as you are—really. In addition to our weekend services, small groups gather in homes to do life together. Church is more than just an hour on the weekend; we are a community that encourages faith, community, and generosity. Check us out: 242community.com.

vision night

Every year, we ask our leaders from every campus to gather and thank God for the work He's done, pray for the work He continues to do, and hear from our leadership about the vision for this new season.

Watch our [2020 Vision Night](#) for a sense of our worship style and the atmosphere in a 2|42 location.

community centers

We believe that our church buildings are meant for more than just weekend services. We think community is formed around food, sports, and the arts, so that's why we created our [Community Centers](#).

We think it's important that people feel at home when they're at 2|42. That's why you'll see our Ann Arbor and Brighton locations have a Cafe, indoor turf field, and play structure. We even have a CrossFit gym in Brighton! These buildings are open to the public every day of the week. There's a bowling alley at our Taylor campus, and both our Livonia and Brighton locations have a [School for the Arts](#) that offers artistic lessons in a variety of fields. Our Lansing campus has two buildings that they offer to the public for various events.

staff

Visit our [staff directory](#) to see a list of our staff, sortable by campus location or central staff.

At a 2|42 service, you can't always distinguish between staff and volunteers, and that's on purpose. Part of the culture at 2|42 is to "kill the celebrity." If you're looking to make your name famous, 2|42 is not for you. We want to point people to Jesus, and only Jesus. That's one of the main reasons we have a rotating team of teaching pastors.

Every week, staff celebrate W.I.N.S. (Ways I'm Noticing the Savior) in areas consistent with our culture and core values. Those values include: radical generosity, authenticity, culturally relevant, fun, community, collaboration, excellence, reproduction at all levels, next steps, creativity, and simplicity.

While our staff work hard to be a church like the first church, to sustain the mission we must mandate healthy rhythms. Examples for how to incorporate Sabbath rest in various work schedules are included in the staff handbook.

We also expect our leaders, both staff and volunteers to hold themselves to high standards. Staff and volunteer leaders sign [leadership expectations](#) when they begin their service at 2|42.

senior pastor profile

2|42 COMMUNITY CHURCH SENIOR PASTOR POSITION PROFILE

The Senior Pastor is responsible for the life, leadership and direction of the church, casting vision, preaching and teaching and building up the congregation and staff. The Senior Pastor, with the Operational Team will shape, model, and articulate the vision, mission, and core values of the church. The Senior Pastor will partner with the church leaders to design and implement the strategy for the church and ensure the strategy has full support at each campus location. This servant-leader will embody and champion the church’s multiplication philosophy of ministry through internal and external forums. The Senior Pastor will develop current and emerging leaders through guidance, coaching, direction, and encouragement and thus multiply the leadership capacity throughout the church.

PRINCIPLE DUTIES AND RESPONSIBILITIES

	PRIORITY
<p>Cast and Act on Vision: Provide strategic direction and leadership of the church. In conjunction with other leaders and the church elders (LAT), guide the staff in the planning and activities of the church. Participate in key Ministry Teams which direct and guide the daily operations of the church. Lead the annual “All Church” strategic planning process. Focus on the immediate and long-term health of the church.</p>	1
<p>Leader of Leaders: Lead and develop direct reports. Assign duties, ensure effective execution of responsibilities, provide feedback and coach for development and growth. Evaluate effectiveness of activities, ensure that 2 42 Community Church is organized and managed in an excellent manner with a high level of accountability.</p>	1
<p>Develop Emerging Leaders: Cultivate and promote initiatives that develop Christian leaders inside and outside the church for the future of 2 42 Community Church & church planting. These include training, mentoring and discipleship programs for a diverse group of ages, genders and ethnicities.</p>	2

Preaching/Teaching: Research, develop and deliver biblically-based and spirit-filled sermons to the 2|42 Community. Through prayer, preparation and discernment, design individual sermons and sermon series that communicate the gospel in a way that is attentive to the times, the circumstances of the congregation, whilst exhorting and encouraging the congregation to greater spiritual maturity, ministry and mission. **2**

Love the unchurched: Represent 2|42 Community Church to the community and participate in local community activities, regional activities. Creating and modeling a culture of being a missionary in our neighborhoods. **3**

Love the Local Church: Build up the staff and congregation through ministerial opportunities, meeting with individuals providing pastoral care and growing and building relationships. Visit with campus staff onsite and lead all-staff meetings communicating key items of importance to the staff and gathering input and feedback. **3**

Love the Community: Represent 2|42 Community Church to the larger community in Michigan and beyond. Participate in regional activities, national and international opportunities in mission, service and to connect the church to greater kingdom building work. **5**

Church Multiplication: Provides strategic energy to church planting and multiplication as the most successful model to reach people far from God. **4**

CURRENT REPORTING RELATIONSHIPS

position titles of direct reports

- *Executive Pastor of Central Services*
- *Executive Pastor of Campuses*
- *Champion of Church Planting and Expansion*
- *Executive Assistant*

POSITION SCOPE

AREA/ITEM	EXPECTATIONS/MEASUREMENTS
Weekend messages	30–36 times a year
Weekday and non-weekend teaching	TBD
Church Leadership Advisory Team meeting	12 monthly meetings
All staff meetings	12 monthly meetings
Weekly staff prayer meeting	40 weekly meetings
Committees (total meetings per month)	33 meetings/40 hours a month
National and/or international trips	4+
Local community liaison activities and outcomes	Acts 2 47
Church growth (conversations)	5–10%
Baptisms	5% adult attendance

COMPETENCIES REQUIRED

Visioning Capacity	Communicates a compelling and inspired vision and sense of core purpose
Ministry Empowerment	Engages all to feel personally responsible for the growth and success of the church
People Developer	Identifies and develops both strengths and weaknesses in people
Inclusive Integrator	Intentionally integrates people of all races, cultures, disabilities, ages, and genders
Innovation Manager	Moves best ideas forward with the highest potential for Kingdom impact

Leadership Gravitas	Conveys confidence and command through strength of conviction
Relationship Builder	Cultivates strong personal relationships with all levels of influence and involvement
Apostolic Motivation	Spiritually motivated to go above and beyond to make Christ known
Relates to the Unchurched	Natural agility to move in the "personal space" of the unchurched

MINIMUM QUALIFICATIONS, EDUCATION, AND EXPERIENCE

- *Accredited University/Bible College degree or Seminary degree*
- *Experience in a multi-site church*
- *5+ years of Senior pastor experience (or) 5+ years of Executive staff experience or 5+ years as a Campus Pastor*
- *Significant staff experience in a church of 2500+*
- *Last 5 years of experience will demonstrate personal contribution towards advancing ministry growth*
- *Experience will emphasize discipling/shepherding and leading staff*
- *Full agreement and alignment with 2|42 Community Church's theological beliefs, mission, vision, and core values*

12 MONTH EXPECTATIONS

ACTION	RESULT	BY WHEN
Develop staff relational equity	<i>Intentional 1:1 development meetings with all direct reports, Campus Pastors, Champions, Campus Teams, and Central Ministry Teams</i>	3 months
Experience what makes a 2 42 small group unique	<i>Join/participate in a small group</i>	3 months
Develop community equity	<i>Other church, local community leaders</i>	6 months
Introduce yourself to each campus	<i>Teach at each campus</i>	6 months
Understand the 2 42 volunteers perspective	<i>Test drive each ministry team</i>	6 months

Understand the role of Rooted at 2 42	<i>Lead a Rooted group</i>	12 months
Develop congregation growth plan	<i>Growing Young</i>	12 months
Develop staff development plan	<i>Personal/spiritual/professional</i>	12 months
Develop Strategic plan	<i>Year two all-church initiatives, generosity sustainability, family focus, measurement</i>	12 months