

CHEMISTRY ✦ STAFFING

CHURCH & CANDIDATE PROFILE

We're hiring a

LEAD PASTOR

Hope Church of Albert Lea · Albert Lea, Minnesota

● AT A GLANCE

A YOUNG CHURCH WITH A BIG HEART



DENOMINATION

Non-Denominational

WEEKEND ATTENDANCE

170

One service, one campus

STAFF SIZE

7

Full- and part-time

GOVERNANCE

Lead Pastor Led, Staff Directed

Elder Supported

ANNUAL BUDGET

400K-\$500K

Approximate operating range

DEBT

None

Debt-free facility

Hope Church is a vibrant, 11-year-old non-denominational congregation worshipping in the heart of downtown Albert Lea. We're a "one more" church — committed to reaching the lost, caring for the broken, and developing fully mature disciples. Our 170-person family gathers in a beautifully renovated 15,000-square-foot facility that's debt-free and designed for ministry impact.

● LOCATION

SMALL-TOWN ROOTS, BIG-CITY ACCESS

Albert Lea is the perfect blend of small-town community and local necessities with easy access to larger cities.



CITY POPULATION

18,100

Albert Lea

COUNTY POPULATION

30,440

Freeborn County

Albert Lea sits at the crossroads of two major interstates, just 75 minutes south of Minneapolis and its international airport. This lakeside community of 18,000 blends small-town neighborliness with all the local amenities you need — coffee shops, dining, shopping, gyms, and a thriving historic downtown.

The city wraps around a beautiful lake that's a hub of year-round activity. You'll find frequent community events, strong public and private school options (including two private elementary schools and active homeschool groups), and a welcoming mix of farming families, retirees, and growing racial and economic diversity. Albert Lea was built on strong Lutheran roots, and it remains a community that values faith and connection.

Whether you're looking for quiet small-town living or want to be an hour from the Twin Cities, Albert Lea offers the perfect balance.

● THE CHURCH

A BIBLE-BASED, SPIRIT-LED COMMUNITY IN THE HEART OF DOWNTOWN



Hope Church gathers every Sunday morning in a beautifully renovated worship center with a 230-seat capacity on the upper level of our downtown facility. Our street-level space includes a coffee bar, gathering areas, offices, a multifunctional youth room, and kitchen. The lower level is entirely dedicated to children's ministry, with four spaces and five rooms designed for birth through fifth grade.

Hope was launched by a Crossroads Evangelical Free Church. During the last decade she has leaned into LINC and ARC for leadership coaching and staffing models. Today, we support Youth for Christ locally and faithfully participate in the annual city-wide Sunday morning church service held during county fair week.

Our governance is **Lead Pastor led, staff directed, and elder supported**. Together we serve a congregation that's plateaued at around 170 in weekend attendance. We're prayerfully seeking the leader who will help us grow again - not just numerically, but in depth of discipleship and missional impact.

Worship

Our worship team leads with a full band — drums, bass, electric and acoustic guitars, keys/synth, and vocals. We aim for a range of dynamics, from upbeat, celebratory praise to intimate moments of surrender and reverence. Being Spirit-led has always been central to our culture, and we flow with what the Lord is doing in any given moment.

In our worship services we seek to reach the lost, care for the broken, and develop followers of Jesus. We choose songs inspired by Scripture and the truth of the Gospel. If you're familiar with Bethel Music, Elevation Worship, HouseFires, Gateway Worship, or Jesus Image, you'll feel right at home in our worship environment.

● OUR STORY & TODAY

FROM 44 PEOPLE TO A DEBT-FREE DOWNTOWN FACILITY

Hope Church launched on September 14, 2014, when Crossroads Church planted us with Pastor Kaleb Hurley and a core team of 44 people and their children. From day one, we've operated with a "one more" vision — to see one more heart changed and one more life redeemed by the power of Jesus Christ.

In 2016, Hope became its own legal entity with 501(c)(3) status. By 2018, we had grown to two services and were gifted a historic downtown building on the corner of Main Street and Broadway — a structure built in 1888. When the pandemic closed the Marion Ross Theater (where we'd been renting since launch), we began live-streaming from the unfinished building. That season became the catalyst for a fundraising campaign that led us to purchase the adjoining building and launch a major renovation project.

For eight years, we set up and tore down church every single week. Then, on Easter Sunday 2023, we held our grand opening in a fully renovated, three-level, 15,000-square-foot facility. The transformation of two historic downtown buildings into one beautiful church space came with many challenges, but God's favor and blessing were evident throughout. God miraculously provided several generous donors from the community who believed in Hope's vision. These donors made it possible to renovate and begin utilizing the facility debt-free.

Our Vision: At Hope Church, our heart is defined by a "one more" vision. Whether through community events, service projects, children's ministry, or Sunday mornings, we're passionately committed to reaching one more.

Our Mission: Hope Church exists to reach the lost, care for the broken, and develop fully mature disciples. We want people who are disconnected from God to discover His transformational grace and mercy.

Our Values: Honor, Enthusiasm, Engagement, Responsibility, Excellence, and Growth. These six commitments shape how we serve, connect, and lead together.



● MINISTRY & IMPACT

REACHING, CARING, DEVELOPING — ONE MORE AT A TIME

We're passionately committed to reaching one more — whether through community events, service projects, children's ministry, or Sunday morning services.



Hope Church has always had a heart for the next generation. Our lower level is dedicated to Hope Kids (birth through 5th grade), with four distinct spaces and five rooms for age-graded programming that happens simultaneously with Sunday services. We help kids feel kingdom value, shine the light of Jesus right now, and learn truth in a way that sticks — using curricula like The Beginner's Bible, Bible Adventure, and Orange 252 Kids

Hope Youth gathers every Sunday evening for middle and high school students, breaking into small groups and enjoying regular events like camps, bowling, amusement parks, and overnights. Our **Women of Hope** ministry hosts quarterly gatherings, small groups, and an active Facebook community. **Men of Hope** holds events two to three times a year and intermittent Men's Huddles.

Outreach is a major emphasis. We serve an average of **15 families per month** through our Benevolence Ministry, providing gas, food, hotel stays, and utility assistance. We've hosted Party in the Park (a free family carnival), GoChurch (outdoor services with free meals in local parks), a 3rd of July parade presence (distributing 10,000+ invitations and items), Thanksgiving meal giveaways, school supply and clothing drives, and a Christmas Blessing Project for families in need.

In our 11th year of ministry, we celebrated **29 baptisms**, graduated 21 students from Hope Discipleship School, saw 47 people complete our Next Step class, mobilized 112 serve team members, gave away 125 Thanksgiving meal boxes, hosted 1,025 people at our downtown trick-or-treat event, and distributed clothing and school supplies to 196 people.

Our Biggest Opportunity: Restore unity and focus on our mission.

Our Biggest Challenge: Making disciples who make disciples.

● THEOLOGICAL CONVICTIONS

GROUNDING IN SCRIPTURE, COMMITTED TO TRUTH



Hope Church holds to the **infallibility and authority of God's written Word** to speak to all of life. This includes foundational doctrines such as the **Trinity**, the full deity and humanity of **Jesus Christ** (crucified, buried, risen, and returning), **substitutionary atonement**, and **God's design for marriage and gender**.

We are **continuationist** in our view of spiritual gifts, and **soft complementarian** regarding gender roles in ministry. We are **non-affirming** on issues of sexuality and same-sex marriage. While we are genuinely welcoming of all people, we hold respectfully to a biblical view of human sexuality and marriage.

We are pro-life and stand against abortion. We don't chase the flavor of the week or month as determined by the news cycle — our convictions are grounded in Scripture, not cultural trends. We believe alcohol is not inherently sinful, but it should not be consumed to the point of drunkenness or in a way that would cause another believer to stumble.

Read our full theological statement at:

<https://hopechurchal.com/what-we-believe>

● THE CANDIDATE

A SHEPHERD, EQUIPPER, AND MULTIPLIER

We're looking for a **Lead Pastor** who can provide overall spiritual and organizational leadership for Hope Church. This is a hands-on, high-integrity role for someone with a clear calling to pastoral ministry and a **compelling desire** to reach the lost, care for the broken, and make disciples.

Key Qualifications:

- A personal relationship with Jesus Christ and a lifestyle that reflects biblical character
- A clear calling to the role of Lead Pastor
- Agreement with the Hope Statement of Faith
- Biblical and theological training appropriate for the position
- A minimum of **5–7 years of experience as a lead pastor** with demonstrated gifts in sound biblical preaching, **passion for the lost**, Gospel proclamation, vision casting, team development, strategic planning, and collaborative ministry

You'll thrive if you are:

- Are an equipper and multiplier who models discipleship, lives out Ephesians 4: 11–15, and is secure enough to help others become greater than you in any area
- Balance a strong work ethic with healthy Sabbath rhythms and personal renewal
- Cultivate healthy relationships through a servant-hearted, teachable spirit
- Are committed to ongoing spiritual, personal, and professional growth
- Have a marriage and/or family committed to church engagement, joyful service, and faithful stewardship
- Can galvanize ministry through collaboration, well-developed plans, efficient systems, effective teams, and personal inspiration
- Have exceptional preaching and teaching delivery — able to discover truth from God's Word and build a compelling bridge to modern-day application using stories, illustrations, and personal transparency with discretion
- Demonstrate a winsome pastoral presence — able to walk through a crowd slowly, quick to listen, ready to pray, honoring and respectful whether preaching to a full house or entering a critical care unit
- Are competent with computers, email, Word, and PowerPoint
- Emphasize missional engagement while keeping an eye on attractional elements
- Bring a positive outlook, energy, diligence, Godly empathy, a good sense of humor, and the ability to inspire
- Passionate about facilitating a steady flow of people coming to faith through your own efforts and the combined outreach of the congregation – this is the Hope Church culture

● NON-STARTERS

PROTECTING OUR FOUNDATION



Hope Church is committed to the infallibility of Scripture and the core doctrines of the Christian faith. We need a Lead Pastor who shares these theological convictions and can shepherd our congregation with clarity and conviction.

If you do not affirm the authority of God's Word, the Trinity, substitutionary atonement, or God's design for marriage and gender, this role will not be a fit. We're also looking for someone with proven lead-pastor experience who can preach, lead, and equip with excellence.

Rejects biblical inerrancy

Affirming on sexuality

Less than 5 years lead-pastor experience

Weak preacher or teacher

Not an equipper/multiplier

● GREAT CANDIDATES

THE LEADER WE'RE PRAYING FOR



The ideal Lead Pastor for Hope Church is a proven shepherd-equipper with a passion for the Lost who can proclaim the Gospel with power, develop disciples with intentionality, and lead a team with humility and vision. You'll bring high integrity, a winsome personality, exceptional preaching gifts, and the ability to inspire both from the pulpit and in one-on-one conversations.

You're a multiplier who empowers others to grow beyond you. You're energetic, positive, and approachable — but also diligent, strategic, and able to cast a compelling vision for what God wants to do next at Hope Church.

Exceptional preacher

5-7 years lead-pastor experience

Equipper & multiplier

Spirit-led leader

Vision caster

Team builder

High integrity & humility

Winsome & approachable

Strong work ethic with Sabbath rhythm

Committed to discipleship

Collaborative & accountable

Energetic & positive

Good listener

Able to inspire

● THE POSITION

LEAD PASTOR

The Lead Pastor serves as the primary spiritual and organizational leader of Hope Church, reporting directly to the Elder Board. You'll provide visionary leadership through biblical preaching, shepherding, leadership development, and strategic oversight of all ministries.

Primary Responsibilities:

1. Provide Overall Leadership for the Church

- Champion and communicate the church's vision, mission, values, doctrinal statement, and ministry philosophy
- Foster unity by celebrating God's work and communicating ministry opportunities and accomplishments
- Represent Hope Church in the local community and with broader ministry partnerships

2. Provide Pastoral Leadership

- Shepherd the congregation through prayer, encouragement, and spiritual care
- Oversee baptism, communion, and other church practices in collaboration with ministry leaders
- Ensure effective pastoral care — hospital visitation, weddings, funerals, crisis care — through personal ministry and delegated leadership
- Develop and maintain effective systems of care for the congregation

3. Lead the Teaching Ministry

- Faithfully preach and teach God's Word through diligent study, prayer, and practical application; regularly call people to salvation and sanctification
- Develop the annual preaching plan and preach approximately 40 or more messages each year; schedule qualified guest speakers as appropriate
- Collaborate with Worship Ministries to create unified services by communicating sermon themes, ordinances, and special services well in advance
- Approve curriculum, teachers, and theological content for teaching ministries beyond Sunday morning worship

4. Provide Vision and Strategic Direction

- Lead the development and implementation of a compelling, biblically-grounded vision that promotes spiritual maturity and healthy church growth
- Guide long-range and short-range ministry planning while regularly evaluating progress
- Build systems and teams to encourage outreach, evangelism, guest assimilation, and meaningful connection
- Promote discipleship through worship, small groups, service, outreach, and faithful stewardship

5. Develop Leaders and Ministry Teams

- Build a healthy leadership culture marked by trust, humility, collaboration, accountability, and clear communication
- Lead or delegate regular staff meetings, leadership development, retreats, and training
- Provide oversight and coordination among ministry leaders to ensure alignment with the church's mission and vision
- Identify, mentor, and develop future ministry leaders, working with the Elder Board to recruit and develop future elders and leadership

First-Year Goals:

1. The current core stabilized and energized around a lead pastor who demonstrates the qualities set forth in this description
2. The re-formation and expansion of small groups that provide opportunity for relationships and discipleship to flourish
3. Renewed steps toward reaching the lost and broken of the community
4. A long-term ministry strategy plan established with short-term goals — including awareness and aptitude to study what needs to happen organizationally as the church grows (our current space could support attendance of 400 with two services)

● THE PACKAGE

COMPENSATION & BENEFITS

Hope Church is committed to supporting our Lead Pastor and his family well. We offer a competitive salary and a comprehensive benefits package designed to provide for your health, security, and long-term flourishing.

- Annual Salary: \$70,000–\$75,000
- Health insurance (family plan)
- Dental and vision insurance
- Disability insurance
- Life insurance
- Paid time off
- 401(k) or retirement planning
- Relocation allowance
- Family leave
- Cell phone reimbursement
- Continuing education allowance

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● THE TEAM

A SMALL STAFF WITH A BIG MISSION

You'll lead and collaborate with a staff of seven full and part-time team members who are passionate about reaching the lost, caring for the broken, and making disciples. Our governance is Lead Pastor led, staff directed, and elder supported. You will work closely with the Elder Board to set vision, approve budgets, and shepherd the congregation together.

This is a collaborative, accountable leadership culture. We value trust, humility, clear communication, and the willingness to empower and release others into ministry.

 PUBLIC JOB POSTING

LEAD PASTOR — HOPE CHURCH OF ALBERT LEA

Hope Church of Albert Lea, Minnesota is seeking a **Lead Pastor** to serve as the primary spiritual and organizational leader of our vibrant, mission-focused congregation.

About Hope Church:

Hope Church is an 11-year-old non-denominational church in the heart of downtown Albert Lea, Minnesota — a lakeside community of 18,000 just 75 minutes south of Minneapolis. We launched in 2014 with a core team of 44 people and a "one more" vision: to see one more heart changed and one more life redeemed by the power of Jesus Christ. In 2023, we opened a beautifully renovated, debt-free 15,000-square-foot facility after eight years of setting up and tearing down church every week.

We gather 170 people every Sunday morning in a Spirit-led worship environment that emphasizes dynamic preaching, authentic community, and missional outreach. Our mission is to **reach the lost, care for the broken, and develop fully committed followers of Jesus Christ.**

The Role:

The Lead Pastor will provide visionary leadership through biblical preaching (approximately 40+ messages per year), shepherding, leadership development, and strategic oversight of ministries. Reporting to the Elder Board, you'll champion our vision, foster unity, shepherd the congregation, and equip leaders to carry out the mission of the church.

Primary Responsibilities:

- Provide overall leadership for the church, representing Hope in the community and with ministry partners
- Shepherd the congregation through prayer, encouragement, and spiritual care (including hospital visits, weddings, funerals, and crisis care)
- Faithfully preach and teach God's Word, regularly calling people to salvation and sanctification
- Develop the annual preaching plan and collaborate with Worship Ministries to create unified services
- Lead the development of a compelling, biblically grounded vision that promotes spiritual maturity and healthy church growth
- Build systems and teams for outreach, evangelism, guest assimilation, and discipleship
- Develop a healthy leadership culture marked by trust, humility, collaboration, and accountability
- Identify, mentor, and develop future ministry leaders in partnership with the Elder Board

Success Factors:

- A strong work ethic balanced by healthy rhythms of Sabbath, rest, and personal renewal
- Humility, accountability, transparency, and a willingness to delegate appropriately
- The ability to cultivate healthy relationships with staff, elders, volunteers, and the congregation through a servant-hearted, teachable spirit
- A commitment to ongoing spiritual, personal, and professional growth
- A marriage and/or family committed to church engagement, joyful service, and faithful stewardship

Compensation & Benefits:

- Annual Salary: \$70,000–\$75,000 plus benefits

READY TO TAKE THE NEXT STEP?

[APPLY HERE](#)