

LEAD PASTOR/HEAD OF STAFF

Seeking a faithful leader to shepherd our growing church.

→ THE OPPORTUNITY → APPLY NOW → ABOUT US



The Opportunity

Hope Church is seeking a spiritually mature, theologically grounded, and visionary Lead Pastor/Head of Staff to shepherd our vibrant congregation.

Who we're looking for:

Hope Church is seeking a spiritually mature, theologically grounded, and visionary Lead Pastor/Head of Staff to shepherd our vibrant congregation. The ideal candidate will be a seasoned pastor with a compelling pulpit presence, a deep engagement with Scripture and Reformed theology, and the ability to lead a growing, innovative, and Christ-centered church.

Why it matters:

This visionary Lead Pastor will guide Hope Church into deeper dimensions of [crossover community](#) and help us live more fully into our calling to go deeper with Jesus, wider in the kingdom, and closer in community. With many guests each Sunday and young families joining our fellowship, we are poised for a season of growth under our next leader.

Why now:

In February 2025, Pastor David Lenz announced his plan to retire in the summer of 2026. We are deeply grateful for his more than 20 years of faithful and dedicated leadership to Hope Church, our ministry partners, and the Richfield community. During this season of transition, he continues to serve and shepherd our congregation as both Lead Pastor and Transition Pastor.



Responsibilities

Preaching and Teaching

- Leads others to know and proclaim Jesus Christ as Lord and Savior—the only answer in life—with clarity and conviction that lead to transformation in daily living.
- Preaches with theological depth, personal authenticity, and cultural awareness, showing how Scripture speaks to real life and the challenges of our time.
- Communicates biblical truth through sound theology, compelling stories, and practical application that inspire everyday faith.
- Guides the congregation to live as followers of Jesus at home, at work, and in the world.
- Cultivates biblical literacy and spiritual formation across all ages.
- Administers the sacraments faithfully as visible signs of God's grace.
- Integrates Hope's preferred future—Deeper with Jesus, Wider in the Kingdom, and Closer in Community—into preaching and teaching that form both heart and practice.
- Addresses contemporary issues with courage, compassion, and gospel-centered hope.
- Creates comprehensive preaching plans that ensure quality and consistency of sermons and worship services.
- Collaborates with pastoral and ministerial staff to oversee the spiritual guidance, counseling, and pastoral care for the congregation.

Leadership Development and Ministry Oversight

- Serves as Head of Staff and Moderator of Session.
- Leads as both spiritual shepherd and organizational leader, guiding Hope Church through prayerful discernment, healthy systems, and collaborative ministry.
- Partners with session and staff to set direction, align ministries, and foster a culture of trust, clarity, and shared mission.
- Ensures the development of a leadership pipeline that equips and empowers staff and lay leaders to exercise their gifts in alignment with Hope's mission and ECO's polity of shared ministry.
- Practices Christ-centered, emotionally intelligent leadership that builds healthy relationships and inspires confidence.
- Engages in regular coaching conversations and ministry reviews with the Executive Director of Operations, Associate Pastor for Discipleship and Executive Director of Next Gen Ministries that promote growth, accountability and alignment across the staff team.
- Practices shared leadership and welcomes mutual accountability with the session, consistent with ECO polity.
- Participates actively in an ECO Pastoral Covenant Group and maintains healthy spiritual rhythms and personal Sabbath.
- Participates in Presbytery.

Vision and Strategic Growth

- Leads Hope into a dynamic, and gospel-centered future—a visionary who helps imagine what's next, build what's needed, and guide Hope into a future that reflects God's kingdom in all its fullness.
- Casts a comprehensive, Spirit-led vision that welcomes all generations, backgrounds, and ethnicities.
- Encourages creativity and innovation in worship, outreach, and ministry that connect across generations and cultures.

- Collaborates with staff to engage and equip young adults and families, helping them find belonging, purpose, and leadership opportunities.
 - Partners with session, and staff to discern God's direction and develop strategic plans that deepen spiritual life and extend community reach.
 - Aligns people, resources, and ministries to love God, love people, and follow Jesus into the places He's already at work.
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Qualifications

- Ordained in ECO – A Covenant Order of Evangelical Presbyterians or willing to transfer credentials.
 - Master of Divinity or higher.
 - Affirms the Essential Tenets of ECO – A Covenant Order of Evangelical Presbyterians.
 - Minimum five years of pastoral experience as a Lead Pastor, or Associate Pastor in a church of similar or larger size.
 - Experience in leading a congregation through a season of growth—for example, guiding a church toward new growth, diversity, engagement with young families, young adults, neighbors.
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Personal Characteristics

- Passionately loves Jesus and works diligently for His mission.
- Is grounded in Scripture and prayer, leading from a deep personal relationship with Jesus Christ.
- Models spiritual balance, Sabbath, and sustainable ministry rhythms.
- Communicates with clarity, warmth, and conviction.
- Demonstrates initiative, creativity, and sound judgment.
- Exhibits emotional intelligence, humility, and a sense of humor.
- Builds trust through integrity, empathy, and discernment.
- Demonstrates a posture of prayerful listening, spiritual discernment, and courageous decision-making.
- Possesses a natural ability to build relationships.
- Handles challenging or divisive issues with wisdom and grace.
- Joyfully engages across generations and cultures.
- Models faithful love and devotion to family.





How to Apply

As part of our application process, we invite you to **submit the following materials:**

✓ **Cover Letter**

Introduce yourself and share your sense of call, ministry philosophy, and why you feel drawn to Hope Church and this position.

✓ **Résumé**

Include your education, ministry experience, and relevant leadership or community involvement.

✓ **Links to Sermons**

Include three different audio or video sermon links, preferably with one from a traditional and one from a contemporary worship context, if available.

Please send your materials to pnc@hope-pc.org.

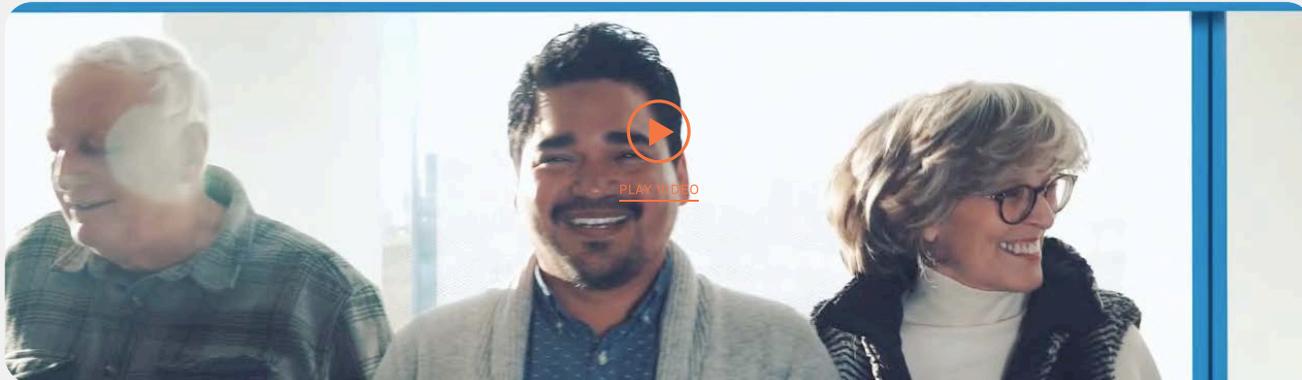
About Us

Our mission at Hope Church is to create a **crossover community**—moved by Jesus toward one another.

Jesus crossed over from heaven to earth, from death to life so we can be in relationship with him. And by his grace and example, Jesus also moves us toward others. Jesus lived and loved in ways that defy categories and transcend lines that divide people. At Hope Church, we seek to look to Jesus and look beyond ourselves in order to facilitate and experience crossover between generations, socio-economic groups, ethnicities, and between church and community.

Our vision for the future is that people of every age at Hope Church—those already here and those yet to come—will go deeper with Jesus, wider in the kingdom, and closer in community.

To learn more about our crossover story and vision, [watch this short video.](#)



Our Church

Founded in 1954 in the heart of Richfield, Minnesota, Hope Church has been a place where people meet Jesus and grow together in faith. We joined [ECO](#) in 2014, aligning with a denomination that reflects our evangelical and Reformed identity.

We are looking forward to celebrating our 75th anniversary in 2029. We are in year two of our “Journey to 75,” during which we are pursuing three God sized goals:

- 75 Days of Prayer about Church Planting
- 750 People Personally Connected in Community at Hope Church
- 7,500 Faith-Building Encounters with Jesus

We are grateful for a legacy of faithful, long-tenured pastors. Now we look forward in trust to God’s direction as we seek our next Lead Pastor/Head of Staff to lead our congregation and our 23 full and part-time core staff.

[MEET OUR STAFF](#) → [OUR BELIEFS](#) →

Our Community

Richfield, “The Urban Hometown,” is a close-knit community in the heart of the Minneapolis–St. Paul metro. It offers the best of both worlds: small-town connection and big-city access. Richfield’s diverse and growing population reflects many cultures and generations, aligning beautifully with Hope’s vision of crossover community.

Minnesota, “The Land of 10,000 Lakes,” is one of the happiest and healthiest states in the nation, known for its natural beauty, four distinct seasons, and strong sense of community. From summer lake days to winter snow adventures, Minnesotans embrace life fully.

Our Worship

Our worship life is marked by warmth, theological depth, and joy. We gather weekly for three distinct Sunday services:

Traditional Service: Choir, organ, and liturgy rooted in Reformed tradition.

Contemporary Service: Worship band, relaxed liturgy, and contemporary elements.

Lao Fellowship: A vibrant community within Hope Church that worships in the Lao language.

Each service is planned with attention to biblical and theological integrity, with the Minister of Worship & the Arts collaborating closely with the Lead Pastor. Communion is served the first Sunday of each month when Hope’s Lao Fellowship joins the Contemporary service for shared worship.

The time between services in the Commons is a dynamic expression of our crossover community where laughter abounds, guests are welcome, life is shared and people care for one another through conversation and prayer.

Traditional Service Average Attendance: 180 in-person (160 Online views)

Contemporary Service Average Attendance: 180 in-person (110 Online views)

Membership: 1050 covenant partners



Our Next Gen Ministries

From birth through young adulthood, the next generation matters deeply to us at Hope. Our staff and volunteers partner with parents to disciple their kids so they become young adults who journey with Jesus in community. We also invest in youth and young adult ministry through gatherings, service opportunities, and retreats.



Hope's Preschool and Kidventure

We own and operate our own Jesus-centered learning community through our state-licensed preschool, and before and after school care program. This continues into the summer with our full day Summer Jam program.



Plug into Children's Ministry

Hope Church provides engaging opportunities for children to grow in faith and community—from Sunday worship experiences like Wiggly Worship, Sunday FUNday, and Kids Church, to weekly KWAM gatherings, monthly family events and Bible studies, and seasonal favorites like Camps and VBX, all designed to help kids know that they matter and belong in God's family.



Meet Other Students

Hope Church offers meaningful opportunities for youth to connect, grow, and lead—through Breakfast Club, weekly Connect Nights and College Age gatherings at Culver's, as well as seasonal retreats, camps, and serving groups that help students develop as Christ-like leaders through programs like Leaders in Training and Counselors in Training.



Hope Shores Bible Camp and Retreat Center

Hope is unique in that we own our camp. Generations of young people and families have encountered God, deepened their relationship with Jesus, and built lifelong friendships at camp. Hope Shores is located on Rice Lake, on 13 beautiful acres in Eden Valley, Minnesota.

Our Adult Discipleship & Groups

We believe discipleship happens as we serve, worship, and learn together. Hope offers many opportunities for adults to grow in faith, build authentic relationships, and live out their calling. We are building new pathways for spiritual formation and service.

Current opportunities include:



Alpha



Sunday morning classes



Weekday Bible studies



Wednesday Evening Study



Men's and Women's retreats



Service teams



The Gathering (for retirees)



GriefShare



Prayer groups

[LEARN ABOUT OUR CONNECTION OPPORTUNITIES →](#)

Our Missions

At Hope, we have a long-standing heart for missions—locally, nationally, and globally—answering Jesus' call to be His witnesses in Jerusalem, Judea and Samaria, and to the ends of the earth (Acts 1:8).

How would we characterize our missions at Hope?

- Long term local and global partnerships
- Entrepreneurial—responsive to changing needs of our local community
- Sending our members out into ministry
- Developing relationships with indigenous ministries/missionaries

Fifteen percent of our annual offerings support over 35 mission partners serving locally and globally. Hope members also participate in short-term mission trips, including trips this year to Honduras with Nueva Esperanza, to Zimbabwe with Water for Life and to Texas with Border Perspective. Crosstown Young Life is our outreach arm of ministry to the youth in the community.

Hope Center

[Hope Center](#) is an extension of Hope Church and our mission to create a crossover community. Hope Center is home to many of our ministry partners and community resources.

Ministry Partners: Vine and Branches, Crosstown YoungLife, Loaves and Fishes

Community Tenants: Richfield Public Schools, an autism therapy program, and a community daycare.

Our Finances

Hope Church is blessed with a deeply generous congregation, giving 1.7 times the national average in general offerings and supporting multiple capital campaigns. We maintain \$1.75 million in reserves and endowments, with a low-interest mortgage balance of \$1.35 million. Our 2026 fiscal year budget is \$3.23 million, funded through general offerings, program income, facility rentals, and reserves.

Our Facilities

Our 98,000-square-foot campus was revitalized through a \$9.5 million redevelopment from 2020-2022, blending historic and new spaces. The sanctuary and chapel reflect mid-century design, while our new worship center, children's spaces, and Commons foster a vibrant community.

The adjacent Hope Center houses ministries, community partners, and our Vine + Branches Clothing Center. Hope owns Hope Shores Bible Camp and Retreat Center, along with 4 rental homes next to the church.



Want to Learn More?

Explore our website and visit our YouTube page to listen to past sermons or join our live-streamed worship services at 9:00 or 10:30.

[EXPLORE OUR WEBSITE →](#)

[VISIT OUR YOUTUBE →](#)