



SENIOR PASTOR

Opportunity Profile

Western Springs Baptist Church
Western Springs, IL

Overview

Western Springs Baptist Church (WSBC) is prayerfully seeking a new Senior Pastor to lead their warm, gospel-centered congregation into its next chapter of faithful ministry. Located in the vibrant, family-oriented community of Western Springs, IL, WSBC is a healthy, unaffiliated Baptist church with a biblical and evangelical emphasis united around the central truths of Scripture. With a legacy shaped by godly leaders—including a young Billy Graham—WSBC continues to uphold strong biblical preaching, vibrant worship, and a heart for missions. The next pastor will inherit a congregation deeply committed to discovering Christ and displaying His transforming power in their church, community, and around the world.

Like many churches in America, it is not without some challenges, including reaching younger families and developing volunteers to grow their ministry. Yet WSBC's spiritual maturity, financial generosity, and deep-rooted commitment to the gospel uniquely positions it for meaningful growth and lasting impact.

Quick Stats

- **Size:** The church averages approximately 250 attenders for Sunday morning worship.
- **Worship:** WSBC currently offers one worship service on Sundays at 10 a.m. with a full nursery and children's programming. The music is professional in quality, blending traditional hymns and contemporary songs led by a worship team, with regular contributions from a full choir and orchestra. The style leans celestial, offering a rich, multigenerational worship experience.
- **Sermons:** The church appreciates expositional and text-centered preaching but welcomes creativity and variety in the 30-40-minute sermons.
- **Facilities:** An inspiring new sanctuary was completed in 2003 and seats approximately 375 people. The entire facility consists of just over 24,000 square feet and sits on a little over two acres.
- **Staff:** The team includes six full-time positions: Senior Pastor, Pastor of Family Ministries, Minister of Worship and Music, Minister of Youth/Tech Director, Communications and Office Administrator, and Maintenance Custodian. In addition, there are two part-time roles: Financial Secretary/Bookkeeper and Pianist/Choir Accompanist.
- **Financials:** The annual budget is just over \$1 million per year—approximately 25% of which is dedicated to missions—and the church is debt free with a solid reserve of funds.

The Location

Living in Western Springs, IL combines the charm of small-town life with easy access to big-city amenities. Under 30 minutes from downtown Chicago by train, this vibrant, family-friendly suburb is known for its strong sense of community, top-ranked schools, scenic parks, and walkable streets. Residents enjoy excellent dining, access to professional sports, world-class museums and a rich arts scene. Western Springs offers an exceptional quality of life—making it an ideal place to raise a family, build meaningful relationships and enjoy the best of both suburban comfort and urban culture.

The Opportunity

Western Springs Baptist Church has a rich legacy of gospel-centered ministry shaped by faithful leaders over the years, including a young Billy Graham. This tradition of sound, biblical preaching continued through successive pastors, most recently Pastor Dean Monkemeier, who retired in 2023 after 15 years as WSBC's Senior Pastor. Since then, Interim Pastor Don Zimmerman has provided steady leadership, preparing the church for its next chapter. The congregation is unified, spiritually hungry and eager to welcome a new Senior Pastor—someone who leads with vision, humility and a shepherd's heart. There is strong hope for growth and greater ministry impact, with members deeply invested in the church's future.

WSBC holds a conservative, soft complementarian view while welcoming women to serve on the Board and all committees; women have occasionally preached on Sundays. Rooted in the essentials of Scripture and historic Baptist distinctives, the church values grace and unity over division and thoughtfully engages difficult topics when needed. Its diverse congregation reflects a wide range of church backgrounds.

Five core values—genuine worship, costly discipleship, incarnational evangelism, selfless ministry and transparent fellowship—are lived out in church life. A recent Congregational Assessment (May 2025) placed WSBC in the Transformational quadrant, highlighting high energy and satisfaction. The top priorities across generations are attracting families and developing a strong strategy for outreach. Strategically located just 15 miles west of downtown Chicago, WSBC draws people from many suburbs, offering a diverse and vibrant mission field.

WSBC follows a congregational governance model, with men and women serving in all elected lay leadership roles. The Church Board, led by the Moderator, oversees church operations and includes committee chairs, members of the Spiritual Leadership Council (SLC), and the Senior Pastor (non-voting). The SLC sets the church's spiritual direction and provides pastoral care under the congregation's authority. Seven Core Committees—Diaconate, Discipleship, Evangelism, Fellowship, Missions, Worship and Facility & Finance—support the mission by setting policies and developing and implementing ministry strategies. These leadership bodies work together to keep the church faithful and responsive to its calling.

WSBC's governance structure is intentionally built to promote stability and shared leadership through multiple committees. While this model reflects a desire to distribute responsibility and free the Senior Pastor from daily operational tasks, it is often experienced as complex and slow to respond to emerging opportunities. Many in the church—leaders, staff, and congregants—recognize the need for greater clarity and agility and are open to thoughtful refinements. The next Senior Pastor will need to navigate the current structure with wisdom, while also providing visionary leadership to help the church evaluate and, where appropriate, streamline its governance for more effective and responsive ministry.

The church is navigating the realities of an aging congregation and the ongoing challenge of connecting with younger families, teens and young adults. Located in an area that is largely Catholic or unchurched, the church averages around 241 in weekly attendance, including adults and children. While growth has been modest following a decline during Covid, there is significant opportunity for outreach—both within Western Springs and in the surrounding suburbs. The local population is predominantly Caucasian, though the church includes some Hispanic families and engages African-American teens and young adults through a thriving basketball ministry. These touchpoints reflect the potential for deeper community connection and expanded ministry impact across generational and cultural lines.

The ministry has a strong foundation and a shared desire for a vibrant future, yet integrating new ideas into church life can be slow. A natural attachment to past practices sometimes hinders momentum, which is common in churches with a long history of faithful ministry. Still, there's a meaningful opportunity for leaders to guide thoughtful, Spirit-led change and for the congregation to embrace the adaptations needed to reach the next generation. The next Senior Pastor will need to lead with patience, clarity and open communication—building trust as the church thoughtfully moves toward greater relevance and impact.

The Candidate

The next Senior Pastor at WSBC will walk closely with Christ and model a deep, authentic relationship with Him—a life marked by prayer, humility and spiritual depth others are drawn to emulate. He will preach God's Word with boldness and grace, combining biblical faithfulness with appropriate tact. A passionate expositor, he will love the Scriptures and use creativity and well-placed humor to communicate the love of God clearly and compellingly. His preaching will consistently call people into a vibrant, life-changing relationship with Jesus.

Emanating a genuine love for people, the incoming Senior Pastor will be eager to learn congregants' names, hear their stories and walk alongside them in life and faith. Equally comfortable with all ages, he will be approachable, relational and free from favoritism. Like a true shepherd, he will care deeply for the flock, offering presence, compassion and guidance to all.

As a strategic, proactive leader, the next Senior Pastor will build on WSBC's strengths while aligning people and resources to pursue God's vision for the future. He will anticipate needs, recognize opportunities and navigate challenges with wisdom and humility. As a collaborative leader, he will integrate the best ideas from the whole team, share insights generously, and invite others to work together toward common goals. He will coach staff effectively, fostering a culture of mutual support and growth, while holding people accountable with care and respect. By regularly evaluating current realities, he will make informed decisions and implement structures that welcome newcomers, foster discipleship, and activate ministry. Leading with discernment and grace, he will guide the congregation forward at a pace that honors its readiness and rhythms, even when faced with difficult decisions or limitations.

This pastor will demonstrate a thoughtful, Spirit-led aptitude for innovation—rooted firmly in the unchanging truth of the Gospel. Avoiding trend-chasing or superficial approaches, he will lead with discernment, creativity, and a keen sensitivity to the Holy Spirit's guidance. With a clear grasp of the church's mission and the surrounding culture, he will actively pursue fresh, effective ways to engage young families, communicate biblical truth and deepen discipleship. His leadership will embody a willingness to take wise risks, listen attentively and adapt faithfully—all aimed at making Christ known in relevant, meaningful and lasting ways to the next generation.

The next pastor will possess the ability to navigate WSBC's established governance, which provides stability but can slow innovation and complicate decision-making. This Senior Pastor must collaborate effectively with a large volunteer base, fostering clarity and unity amid complexity. Bringing wisdom and patience, the pastor will help guide the church toward a leadership structure that empowers the right people and supports fresh ministry momentum.

The incoming pastor will have a meaningful opportunity to engage WSBC with a younger demographic. With a congregation currently made up primarily of those 55 and older, the new pastor will bring skills and experience in reaching and developing a younger community. Blending this generational demographic will be a key focus, as the younger generation is essential for the church's future vitality. The modern and beautiful church facilities with easy access will assist WSBC in reaching new people. The Church's facilities and location are well-positioned to attract young families, presenting a promising path for growth and renewal.

It will be important for the incoming pastor to appreciate the historic nature of Western Springs Baptist Church and speak respectfully of all that she has accomplished and endured for the last 110+ years. At the same time, he will lead forward-moving change thoughtfully and collaboratively and at a pace consistent with the people. He will build the skills and abilities of the staff, some of whom are young and eager to serve well.

Preferred Candidate Qualifications

These descriptions represent preferred experience or background:

- Theological agreement and support for the Western Springs Baptist Church confession of faith (<https://wsbc.info/about-us/what-we-believe/>).
- Demonstrate a vibrant, growing personal relationship with Jesus Christ.
- Ministerial master's degree required, with a Master of Divinity or equivalent preferred.
- Excellent Bible-based preaching, teaching, and communication skills with a genuine passion for the Gospel.
- No less than ten years of full-time lead pastor or campus pastor ministry experience in a multi-staff setting with regular preaching opportunities and oversight of paid staff and volunteers in a church context of >250 attendees. This will include preaching, collaboration, delegation, oversight and development of paid staff and unpaid volunteers.
- Gifted leader who instills confidence in others and shepherds the flock faithfully.
- Proven experience in growing a church younger.
- Experience leading a ministry in a multi-generational context.
- Missionally focused and oriented toward serving and reaching the community and the world with the Gospel.

Inquiry Process

If after reading this description you have interest in this position, and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your **resume** or CV (**in Word format only, please**).
2. The **results of any personal assessments** you have completed (CliftonStrengths; DiSC; Meyers-Briggs, Working Genius, Enneagram, etc.) in the last three years.
3. Your social media information; please include all where you post content.
4. At least three links to video of you teaching/preaching. Please direct us to specific messages (dates and context) that you feel best represent your communication talent.
5. Provide **five references** (one supervisor, two peer, one subordinate, and one of your choice). These references will be contacted later in the process with your prior approval.
6. **Written responses to the following five questions** (prepared and attached in a Word document, not pdf).
 1. Describe your faith in Jesus Christ. Tell us how you came to personal faith as well as your journey into full-time ministry.
 2. What is it about the opportunity at WSBC that attracts you to this position and what, in your experience, has prepared you for this job?
 3. What are two or three of your core strengths used to build the church or ministry you have led?
 4. Describe your strategy for reaching a younger generation and incorporating them into the church.
 5. What are the key factors you believe should be present in your next ministry in order for you to be optimized?

Please submit your information to:

Greta Barthelemy

NL Moore & Associates

greta@nlmoore.com

(952) 210-7414