



horizon  
communitychurch



# CHIEF OPERATING OFFICER

## OPPORTUNITY PROFILE

*Presented by The Dingman Company*

May 2022

## ABOUT HORIZON COMMUNITY CHURCH

Horizon is a growing church designed to reach leaders and professionals in the higher income suburbs of eastern Cincinnati. It has a scenic, 75+ acre campus and enjoys weekly attendance of 1,500-2,000.



## OVERVIEW OF THE OPPORTUNITY

Horizon is searching for a new Chief Operating Officer (Executive Pastor) to guide and lead the pastors and staff <sup>1</sup> in accomplishing the church's objectives. This role is a pivotal and strategic role, requiring a leader who effectively integrates deployment and mobilization expertise, while also demonstrating an appropriate balance between relational, people-oriented passions with administrative task-oriented needs.

This opportunity will be attractive, first of all, because the person is drawn to the mission of Horizon. Additionally, the person will want to make a major difference as a key contributor to a growing, dynamic church with a positive and proactive leadership style. Horizon is offering an attractive salary and appropriate benefits, coupled with a mission that is Christ-focused. Horizon's vision, financial position, excellent leadership, great facilities and desirable location make this an outstanding opportunity.

The Lead Pastor, Chad Hovind, and the COO both report to the Executive Board. Most of Horizon's Elders are also members of the Executive Board. The Lead Pastor is over the preaching and leads creative input for the services, and his peer, the COO, oversees all areas of ministry and operations.

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<sup>1</sup> Cultural note: while the term "staff" is used in this external document, Horizon tries in practice to emphasize and encourage the idea of one "team" comprising both individuals compensated from the offering and volunteers and, if possible, avoids the term "staff."

Prior experience of the COO could come from church ministry, business, education or non-profit leadership. The current COO (who is also a member of the three-person Executive Board and an Elder), is a corporate CEO who had been involved at Horizon for over a decade, having put his business endeavors on the back shelf for a few years taking on the COO role. He now wishes to return full-time to those ventures. While leaving the COO role, he will be the Executive Board member and Elder to whom the new COO will be reporting on a day-to-day basis.

## THE HORIZON STORY

In 1997, a few families embarked on a 4-year journey of gathering and training volunteers to form a church plant team. The purpose was, prayerfully, to start a uniquely designed church in the eastern neighborhoods of Cincinnati for friends who were interested in God, but not necessarily interested in church. This new church was created with two deliberately distinct service styles. This was



complemented by a variety of comfortable options for relational community connection and spiritual growth. The goal was to provide the right pace and depth for everyone drawn to learn more about God at Horizon.

Horizon's public opening didn't feature mass postcard blasts, advertising, arm-twisting or curious people coerced from other churches. Instead, each of the 40 plant team families simply mailed a personal handwritten invitation to their friends to a nice neighborhood party...only this time at Horizon. Over 400 friends accepted the invitation and came to Horizon for the first public Sunday service on April 15, 2001. Since then, the number of people enjoying God at Horizon has quadrupled to over 1,600 on a typical weekend.



Along the way, God blessed Horizon with 75 acres of beautiful parkland, ideally situated to continue the founding vision in a beautiful, God-honoring, and debt-free campus which facilitates the comfortable connection of friends to God through the Bible and a community of growing followers of Christ.

Praise God for blessing this unique church and for bringing together a dedicated and talented team of staff and volunteers, all who love being a part of Horizon, to help it grow.



## VISION

*"Challenging Leaders to Change the World"*

God can raise everyone to lead something or to lead someone. Imagine the impact of what God might do if He grabbed the hearts of the leaders of leaders, decision makers, and professionals who live in the community. Imagine the changes that could occur around the world through God's use of their lives, social and professional influence, financial resources and visionary spirit. Imagine the impact these leaders of leaders could have on physical and spiritual poverty and the cause of Christ throughout the U.S. and beyond.

## MISSION

*To comfortably connect people to God through the Bible  
and a community of growing Christ-followers.*

We believe that the Bible is the guiding force for good decision-making. Our marriages, our families, and ultimately our eternities can be better when we understand it deeply. God has invited us to be part of a community that fosters growing closer to Him, becoming stronger in faith, and seeing His values and His purpose take hold in our lives.

# "YOURS TO EXPLORE"

That motto is what Horizon Community Church is all about, and in that spirit the church offers two different styles of services each Sunday in recognition that everyone is at a different place in their journey.

- **The Exploring Service** (11 a.m. Sunday) is designed for those who are just beginning to investigate Christianity or who are recently returning to faith. The service addresses topical themes and spiritual questions relevant to everyday life such as "Who is God?" and "How can I accomplish a more meaningful and more enjoyable life?"
- **The Equipping Service** (8:30 a.m. & 9:45 a.m. Sunday) is designed for those who are maturing in their faith, featuring participatory worship music, Calvary Chapel-style expository verse-by-verse teaching focused on specific books of the Bible, and monthly communion. The goal is to equip Christ-followers for the work of the ministry of the church (Ephesians 4:12) and purposefully role model and encourage a continuation of time with the Lord in worship and in His Word between weekends by getting alone with God and in fellowship with others.

Horizon also offers a variety of groups and study opportunities, for people at all stages of their spiritual journey. The aim is to create comfortable environments where someone can explore at their own pace, free from pressure or expectations.



## ORGANIZATIONAL STRUCTURE

Of the staff of 30+, the following positions report directly to the COO:

- Teaching and Equipping Pastor\*
- Executive Director of Programming & Communications
- Director of Family Ministry\*
- Connections Pastor
- Operations Manager
- Accounting
- Office Manager

\* *Also assist the Lead Pastor with preaching*

For Horizon staff and bios, click [here](#).

## CORE VALUES

Culturally Relevant	Comfortable Environment	Excellence	Family
Challenging Bible Teaching <sup>2</sup>	Everybody Helping Out	Transformed Lives	Multiplication

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<sup>2</sup> Horizon is committed to teaching the whole Bible.

## THE IDEAL CANDIDATE

The greatest requirement for this person is a strong personal commitment to Jesus Christ and a love for His church. The person must demonstrate commitment to ongoing spiritual development and maturity and must be someone of impeccable personal integrity.

Theologically, they must be an Evangelical with deep appreciation for the authority of Scripture and an unwavering commitment to a biblically-based lifestyle. Overall beliefs must be consistent with Horizon's "Statement of Beliefs."

Professionally, a qualified candidate will be experienced as a senior management leader. They must have the deep understanding of church life that comes from active involvement or having had significant lay leadership roles.

## RESPONSIBILITIES

- Oversee and supervise the staff of Horizon.
- Work with the Elders and Executive Board to achieve Horizon's ministry, strategic and financial goals.
- Oversee the design, planning and production of Horizon's weekend services and other public events and content.
- Development of a healthy equipping ministry and a growing team of equipping leaders.
- Make sure that Horizon's 0-18 ministry appeals to children (and their parents) within its calling and encourages students to grow spiritually.
- Lead the church's financial planning, analysis and expense management functions.
- Responsible for the church's facilities, IT, HR, legal and administrative functions.
- Deliver excellence in all of Horizon's activities.
- Prioritize the successful shepherding and development of the staff.
- Work closely with the Lead Pastor, giving guidance as appropriate.
- Coordinate key staff activities.
- In communication with the Executive Board take direct responsibility for hiring and dismissal (and related personnel functions) of the ministry staff.
- Navigate the successful start-up of new ministries and the "sunsetting" of ministries deemed no longer effective.
- Oversee the on-going management/health of existing ministries.
- Maintain effective communication between ministries.



## Desired Characteristics & Skills

- Immersed in the Word.
- Spiritually mature and disciplined.
- A humble and authentic disposition, and a collaborative leadership style.
- Exhibits the gifts of wisdom, leadership and discernment.
- Proven experience in leadership of a complex organization.
- Demonstrated financial and operational management skills.
- Embraces Horizon's mission and design.
- The candidate's personal doctrine and beliefs should have an enthusiastic fit and agreement with Horizon's Statement of Beliefs and Teaching Doctrine.
- Understands how to reach the prevalent culture with the Gospel – no "church-ese."
- Problem solver / team builder.
- Able to develop highly functional structures.
- High EQ. Able to effectively engage in *crucial conversations*.
- A solution-oriented thinker and leader.
- Comfortable with, not intimidated by, an affluent demographic.
- Someone who catalyzes implementation.
- Skilled at setting clear priorities and creating organizational clarity.
- Able to care for and encourage the staff.
- Reads people and situations well.
- An ability to discern gifting in others and the role that suits them best.
- Ability to motivate, mentor and empower others to lead and grow in their faith.
- Shows exceptional relational and interpersonal communication skills.
- Displays systems and customer service orientation, values both efficiency and process.
- Values input, getting "buy-in" to decisions, yet is decisive.
- Shows self-confidence; yet is humble and has a servant's heart.
- Radiates genuine warmth; attracts people and is sensitive to others.
- Values people first and programs second yet is results-oriented.
- Is an excellent group facilitator; conducts meetings effectively and productively.
- Delegates easily yet holds people accountable for timely and quality results.
- Confronts problems easily, promptly and sensitively; is effective with conflict resolution.
- Balances work with a strong walk with God, prioritizing time for family, and personal time for refreshing and recharging.
- Savvy business thinking and acumen within the context of spiritual objectives.
- Loyal and trustworthy.

- Sense of humor.
- Politically astute, but not a “politico.”
- Able to delegate without micromanaging, but with good follow-up.
- Entrepreneurial and willing to take calculated risks; however, able to be the respectful “voice of reason” in exploring new options.
- Able to quickly inspire a sense of trust.

### **Some unique aspects of Horizon**

- Believes hospitality and doing things with excellence, is effective in reaching sophisticated, (often wealthy) people with the Gospel and for changing lives.
- Has designed a governance/leadership structure that is spiritually centered and organizationally effective. Decision-making processes are streamlined.
- Staff is professional, well compensated, love their jobs, and there is low turnover.
- The church has no debt and finances are solid.
- This is an independent church and has no particular ties to any denomination.
- Theologically conservative, teaching the whole Bible. Teaching from the pulpit is done from the NKJV.
- The church is known for creativity and excellence in both worship and preaching.
- The church primarily draws from the nearby bucolic and upscale community of Indian Hill and its adjacent neighbors of Mariemont, Terrace Park, Madeira and Anderson.

## **BELIEFS**

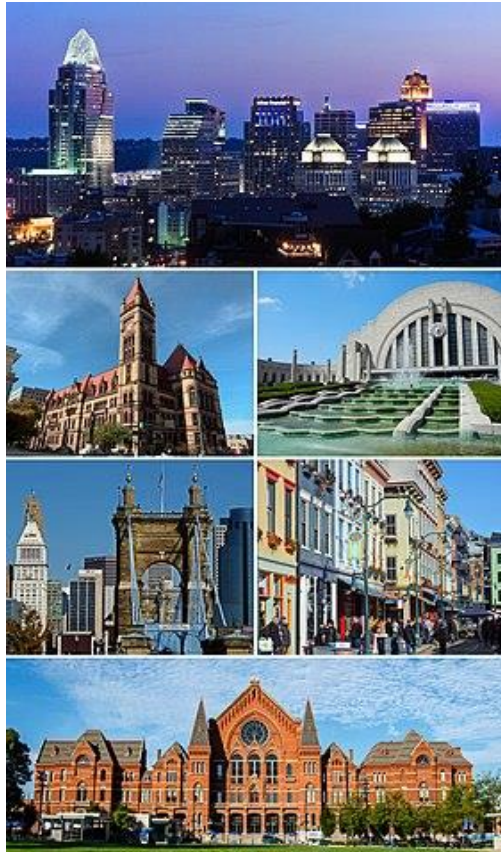
Review Horizon's full [Statement of Beliefs](#)

## **THE COMMUNITY WHICH HORIZON SERVES**

Horizon serves the Village of Indian Hill and the surrounding communities of Terrace Park, Mariemont, Anderson and Madeira. The area’s population is approximately 100,000 and includes a predominant mixture of affluent and upper middle class families with children.

The Cincinnati metro area has 2.2 million people, ranking it as one of the 30 largest metro areas in the U.S. It is only a 13-mile commute to downtown Cincinnati. Six Fortune 500 companies have headquarters in the Cincinnati area, which rank in the nation’s Top Ten. Numerous

corporate headquarters in the area include Proctor & Gamble, Kroger, Cintas, Fifth Third Bank, E.W. Scripps, First Financial, and American Financial Group.



Cincinnati is ranked #1 on SmartAsset's 2021 list of "Best Cities for New College Grads" and #9 on Bankrate's 2022 list of "America's Best Places to Live". Often referred to as "the queen city," Cincinnati has something for everyone: sports, arts, universities, hospitals, corporations, special festivals and events, and unique Cincinnati food offerings like "Cincinnati chili." The Cincinnati Zoo is recognized nationally, and King's Island (the largest amusement and waterpark in the Midwest with over 80 rides, 13 roller coasters, and a 34-acre water park) is 30 minutes from Horizon.

Cultural attractions in Cincinnati include the Contemporary Arts Center, the Cincinnati Art Museum and the American Classical Music Hall of Fame and Museum. A 1933 *Art Deco* train station has been revamped to house two museums: the Museum of Natural History and Science and the Cincinnati Historical Museum. The downtown architecture, with many art deco buildings, is another cultural draw, and the Cincinnati Symphony Orchestra is one of the oldest orchestras in the country.

Cincinnati hosts three major professional sports teams: the MLB Cincinnati Reds, the NFL Cincinnati Bengals (runners up in the 2022 Super Bowl) and its newest addition, the MLS FC Cincinnati. The city also hosts a major ATP tennis tournament annually.

Educational opportunities abound in the Cincinnati area with four major universities and a number of smaller colleges and universities. The University of Cincinnati, Xavier University, Miami University (one of the "Public Ivies"), and Northern Kentucky University are the best-known local institutions of higher learning. Two local high schools, Madeira and Indian Hill, are ranked #6 & 7 respectively in best high schools in Ohio, according to US News.

The Cincinnati area has some of the best medical and hospital facilities in the United States. Cincinnati Children's Hospital is now US News' fourth ranked children's hospital in the country.

## THE SEARCH AND SELECTION PROCESS

Bruce Dingman of The Dingman Company, Inc., an executive search firm, has a successful track record of similar searches. (See: [www.dingman.com](http://www.dingman.com).) This opportunity will be shared with people who might be potential candidates or who might know potential candidates. The search firm will establish a list of interested and qualified persons, ask for a thorough resume, a response to a questionnaire, conduct follow-up telephone calls and do a Zoom interview with the candidate and spouse.

The normal search process in collaboration with Horizon Community Church, the list of candidates will be narrowed to approximately four individuals who will then be interviewed comprehensively by the search committee. Interviews will hopefully take place in Cincinnati, OH in September 2022.

Horizon Community Church and The Dingman Co. are committed to a process that represents equal opportunity employment and does not discriminate in any way based on gender, race, age, color, national origin, veteran status, medical condition, or physical or mental disability. However, for searches on behalf of religious organizations, candidates will be evaluated based on that organization's theological beliefs and religious practices.

We fully respect the need for confidentiality of information supplied by interested parties and assure them that their backgrounds and interests will not be discussed with anyone, including Horizon Community Church, without their prior consent, nor will reference contacts generally be made until mutual interest has been established. Reference checking will require the candidate's permission to access third parties. The search consultant and the search committee will be cautious and sensitive as needed in trying to preserve any candidate's anonymity.

For further information on this position, please contact:

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*Discerning the Lord's Will*