

# Introduction

Church of the Open Door (Open Door) in Ohio is seeking a Spirit-led, visionary Lead Pastor to succeed Dr. Jim Mindling, who has faithfully served since 2003. Our church is a vibrant, non-denominational, evangelical community passionate about "Leading People in the Adventure of Becoming Like Christ" (Matthew 28:19). With a rich history spanning over 75 years, multiple campuses, and a heart for discipleship, community engagement, and spiritual growth, we are prayerfully searching for a leader who will shepherd our congregation into the next chapter of growth and impact.

## Statement of Faith

### BIBLE

We believe in the Scriptures, comprised of the 66 books in the Old and New Testaments, as being the verbally inspired Word of God and inerrant in the original writings. In the Scriptures, God reveals Himself to us, and by them, we can come to a saving knowledge of His Son, Jesus Christ. We believe the Scriptures are complete, sufficient, clear in all things essential, true in all they affirm, and are the supreme and final authority in all matters of faith and life.

### GOD

We believe in the Trinity, one God eternally existing in three equal yet distinct Persons, the Father, the Son, and the Holy Spirit. God is holy, loving, and just. He is the sole creator and absolute ruler over everyone and everything. He is eternal, all-knowing, all-powerful, and all-present. He is worthy of praise, and all things exist for His glory alone!

We believe in God the Father, the First Person of the Trinity. He is the giver of every perfect gift and purposed from the beginning to redeem a people for His own by giving His Son Jesus Christ and by sending the Holy Spirit to all who are redeemed. He is powerfully directing all things for the good of those who love Him and are called according to His purpose.

We believe in God the Son, Jesus Christ, the Second Person of the Trinity. Conceived of the Holy Spirit through the Virgin Mary, He is fully God and fully man. He lived a sinless life and is the example of how we should live. Jesus bore humanity's punishment as their substitute through His death on the cross and was physically

resurrected three days later. He thus accomplished salvation, and triumphed over sin, death, and the devil. Christ physically ascended to the right hand of the Father and is currently interceding on our behalf as He rules and reigns over all creation.

We believe in God the Holy Spirit, the Third Person of the Trinity. He is the author of Scripture and empowers godly people, which is seen most perfectly in the life of Jesus Christ. He convicts the world of sin and persuades people to repent of their sins and confess Jesus Christ as Lord. He works in God's people by saving, regenerating, sanctifying and transforming them into the image of Christ. He gives spiritual gifts to believers empowering them to witness, to serve people and to build up the Church. He fills and indwells followers of Jesus enabling them to love and become more like Christ. He illuminates the Scriptures, helping people to understand and apply the Word of God to their lives.

## **HUMANITY**

We believe that human beings are the crowning work of God's creation, created as male and female, and originally innocent of sin. God created human beings in His own image to reflect His glory, enjoy His fellowship, and accomplish His purposes in the world. He created all people to know Him, love Him, live with Him, glorify Him, and care for His world. However, due to the sin of disobedience, we lost our innocence and incurred the penalty of spiritual and physical death. Therefore, it is only through God's saving work in Jesus Christ that we can be rescued, reconciled and redeemed.

## **SIN**

We believe that all human beings have sinned and fallen short of the glory of God and have failed to reflect the goodness and love of God as His image bearers. Sin is missing the mark of God's moral character and good design for our lives, which includes rebellion against His rightful rule and Law. Though sin was not created by God, sin has infected all of God's creation. The consequence of this failure and rebellion is not only physical death but also spiritual death, which is separation from God.

We believe that all humanity was represented by Adam when he sinned and shares his guilt, falling under God's wrath. All human beings since Adam, with the exception of Jesus, are born with both a sinful nature and an inclination toward sin; we all sin in thought, word, and deed. The result is that all people are hopelessly lost apart from God, who graciously makes provision for the curse of sin and death in the cross of Jesus Christ.

## **SALVATION**

We believe salvation is a free gift of God, based in His grace alone, received by faith alone, and made possible only by the substitutionary death of Christ on the cross. We believe that all who repent of their sin, place their faith in the finished work of Christ alone, and humbly ask God for salvation receive forgiveness for their sin, are reconciled to God, freed from the penalty of sin, and are kept by God. We believe those who are truly redeemed are a new creation in Christ and are empowered by the indwelling Holy Spirit to grow in holiness, becoming more and more like Christ.

## ETERNITY

We believe in the eternal existence of God, and that humans, being made in the image of God, will all be resurrected to live forever. Our current life on earth is but a vapor, a miniscule moment in light of eternity. When Jesus Christ returns to this earth, He will judge the living and the dead, and each of us will be judged based upon how we responded to the Person and work of Christ in this life. Those who are in Christ will spend eternity in the manifest presence of God in the New Heaven and New Earth. Those who have rejected Christ will be separated from the presence of God by their sin and will spend eternity apart from Him in Hell.

## CHURCH

We believe the local church is a body of believers commissioned by Christ to make disciples of all nations and to represent Him in the world. The ordinances, observed in the local church and given by our Lord, are Baptism and Communion. In its universal aspect, the Church is comprised of all who have been redeemed through Jesus. He is the Head of the Church, and we are His bride.

*This doctrinal statement reflects our commitment to biblical truth, unity in essentials, and a Christ-centered focus, as we seek to love God, love people, and live surrendered.*





## History

Founded in 1949 by a group of Christians gathered in a home, Church of the Open Door was established in Elyria, Ohio, with a vision to be a welcoming, Bible-based community open to all people. Officially formed in 1950, the church called its first pastor (Dr. Ralph Neighbour). He was an evangelistic preacher who led rapid growth, meeting initially in the Grange Hall and the old Kawasaki building, before constructing its first building in 1968 at Route 113 and West Ridge Road.

### 1971

The second pastor (Dr. Donald Ingram) was called, overseeing continued growth and the founding of Open Door Christian School (ODCS) in 1976, which is now a fully accredited K-12 institution with 800+ students.

### 1989–2002

The third pastor (Dr. David Walls) transitioned the church to a grace-based model, emphasizing biblical preaching and fellowship.

### 2003–Present

Dr. Jim Mindling, only the fourth Lead Pastor, established the mission statement, “Leading People in the Adventure of Becoming Like Christ,” and expanded the church to five campuses: four in Northeast Ohio (Avon Lake, Lorain, Vermilion, and Elyria) and one in the Dominican Republic. Under his leadership, Open Door prioritized disciple-making, biblical expositional teaching, passionate worship, and a warm welcoming environment. In 2018, the church also launched the Generation House, a homeless shelter for women and children in Elyria. The future is also bright for Open Door as the church prepares to launch a new Counseling & Community Center in the coming months.

*You can find out more about the rich history of Open Door at:*

[www.opendoor.tv/75\\_anniversary](http://www.opendoor.tv/75_anniversary)



## Location

The four US-based campuses of Church of the Open Door are all a part of the western suburbs/exurbs of Cleveland (Ohio), a city that has successfully transformed itself into a beautiful, vibrant, fascinating city full of parks, great restaurants, great coffee and pastry shops, entertainment, and plenty to see and do.

The region is home to renowned medical centers like Cleveland Clinic and the world-famous Rock and Roll Hall of Fame, which sits right on the waterfront and is a testament to the great music scene in the city. Three of our campuses are in communities right on Lake Erie, one of the Great Lakes, and therefore all kinds of opportunity for watersports like boating, skiing, fishing, beaching, etc. are readily available.

Arguably the best sunsets in the nation, you can enjoy a stunning show night after night over the lake with plenty of places to enjoy the view along our miles of coastlines. In less than an hour's drive, you can be in the Lake Erie Islands resort area, visit Cedar Point (one of the nation's most iconic amusement parks), or explore the string of city, metro, state, or national parks appropriately nicknamed the Emerald Necklace.

With a very affordable cost of living, award-winning schools (including Open Door Christian Schools) and the community-oriented pace of the Midwest, Northeast Ohio is a great place to raise a family. Whether you want to live in a cozy neighborhood, an upscale apartment surrounded by shops and dining, a bustling city scene, a quiet cul-de-sac, or an expanded lot on the edge of rural Ohio, you'll find it all in our area. Small town charm and vibrant city living co-exist within minutes of each other. People come from all over the Midwest to boat, vacation, stay at our cottages and resorts for the weekend or the summer, but we get to live here year around.





## Demographics

Church of the Open Door is a large, interdenominational church with a diverse, intergenerational congregation. Key demographic highlights include:

### Size

A congregation with 1,000+ attending across its campuses weekly, with most of the teaching being streamed live from the Elyria Campus.

### Diversity

The church reflects a mix of ethnic groups, races, and socioeconomic backgrounds, united by a shared faith in Jesus Christ.

### Age Groups

Open Door passionately serves all ages, with robust ministries for children, students (middle and high school), young adults, families, and seniors. The diverse programs are designed to cater to this broad demographic while providing growth for the different stages in the individual's walk with Jesus.

### Community Engagement

Open Door attracts attendees from all over Northeast Ohio (primarily Lorain County) with ministries like GriefShare, MomCo, Celebrate Recovery, Night to Shine, and others which result in drawing participants regionally.

### Worship Style

Contemporary, with passionate worship, and a guest-friendly approach that welcomes both new believers and mature Christians.



*The congregation is characterized by its love for God, commitment to biblical truth, and desire to live surrendered lives while impacting the community locally & globally.*



## Job Description

The Lead Pastor will provide spiritual, strategic, and pastoral leadership to Church of the Open Door, guiding the congregation in fulfilling its mission of "Leading People in the Adventure of Becoming Like Christ."

The pastor will succeed Dr. Jim Mindling, building on his legacy of biblical preaching, disciple-making, and community engagement while leading the church into its next season of growth and impact across its four Northeast Ohio and one Dominican Republic campuses.

### Preaching and Teaching

- Prepare and preach the Scriptures (primarily in an expository style) during regularly scheduled services as well as any special services or events.
- Preach and teach in a manner deeply rooted in biblical exegesis and prayer.
- Invite and approve any speakers from within the staff/membership or outside the church to preach in a manner consistent with the Statement of Faith and Biblical Beliefs.

### Vision and Leadership

- Model and champion the Vision and Mission of Open Door.
- Have final authority in all conflicts regarding the interpretation of Scriptures along with the Church Life Board.
- Oversee the administration of the ordinances of the church at all campuses; supervise the teaching ministries of the Church and watch over the spiritual interests of its membership.
- Establish & enact an ordination track for any staff member interested in becoming a Pastor.
- Lead weekly time of prayer with Pastors.
- Be responsible for all appointments for public worship and Bible study, and the arrangements thereof.
- Have veto rights for hiring or firing of any staff member at or above the Director level.

### Discipleship and Ministry Development

- Pray for the congregation and community.
- Oversee the shepherding, care, discipleship, and spiritual growth of the flock at all campuses.
- Oversee and champion the equipping of the saints to do the work of the ministry.
- Establish and execute the churchwide evangelism and discipleship methods.

*The above responsibilities are not intended to be an all-inclusive list. Expect other duties as necessary.*

*All staff at Open Door are committed to team ministry that pursues excellence with an attitude of "whatever it takes to get the job done." Therefore, additional time may be required outside of regular work hours and normal schedules.*

## Qualifications

### Spiritual Maturity

A mature, growing believer with a clear understanding of Scripture and the ability to communicate it effectively as well as a man of prayer.

### Experience

4+ years' experience as a Lead, Executive, or Teaching Pastor, with a proven track record of recruiting and developing teams at a multi-site church or similar organization.

### Education

Minimum of a Master's degree (Master of Divinity) or a related field (e.g., Master in Theology). Advanced earned training in theology, leadership, or management (e.g., DMin, PhD, MBA, StratOp, PMP) preferred.

### Skills

- Exceptional preaching and teaching abilities, rooted in biblical exegesis.
- Gift for vision-casting and the ability to delegate and empower others to carry it out.
- Strong leadership and team building skills.
- Excellent communication and interpersonal skills, with a heart for God's people and community engagement.
- Relational, driven, and compassionate personality, and a life-long learner.
- Proven track record of financial stewardship, personal accountability, and a healthy family life.

### Alignment

Full agreement with Open Door's Statement of Faith and Biblical Beliefs, vision, mission, and lives out the core C.H.R.I.S.T. characteristics. ([www.opendoor.tv/about/](http://www.opendoor.tv/about/))

### Character

A servant-hearted leader with integrity, humility, high emotional intelligence, and a passion for disciple-making, who loves God, loves people, and lives surrendered.

## Work Schedule and Compensation

### Schedule

Full-time position approximately 45–50 hours per week (Tuesday-Sunday) and additional hours as needed for events, or community outreach.

### Compensation

Competitive salary with benefits, commensurate with experience and qualifications.  
(Exempt & Ministerial)





## Reporting

The Lead Pastor will generally report to the Church Governing Board, and specifically to the Church Life Board and congregation.

To provide ongoing supervision and accountability of the Lead Pastor, a subcommittee of the Governing Board consisting of both Board Chairs and an equal number of members (up to 2) from the Stewardship Board and Church Life Board will meet with the Lead Pastor to establish annual goals and objectives. The subcommittee will subsequently meet with the Lead Pastor periodically to review progress toward established annual goals and objectives.

## Key Benefits

- Paid Time Off – Up to 5 weeks of paid PTO (including vacations, sick days, etc.). PTO time is accrued per pay period after 90 days of employment.
- Retirement Savings plan – A 403(b) retirement plan is available from day one of your employment. The church will match up to 4% of your gross income.
- Health Plan – Church of the Open Door offers a self-funded health plan and partners with Christian Healthcare Ministries as the primary method. This is paid 100% by Church of the Open Door. Additionally, the plan uses an employer-funded Health Reimbursement Account (\$2,750/year for singles or \$5,400/year for family) and an employee funded Flexible Spending Account is available as well.
- Group-Term Life Insurance – employer paid – Equal to 300% of an annual salary, up to a maximum of \$300,000. All beneficiaries are designated by the employee.
- Long-Term Disability Insurance – employer paid – Coverage is 70% of salary capped at \$2,500 per month tax-free.
- Dental and Vision – plan options are available.
- Voluntary Life – plans are available for staff, spouses, and children.
- Tuition Assistance for children attending Open Door Christian Schools ([www.odcs.org](http://www.odcs.org)).
- Professional Expense Allowance.
- Conference/Training Allowance.
- Book Allowance.
- Sabbatical Benefits.
- Counseling Benefits.

## Additional Resources & Links

[Annual Report](#)

[Staff Handbook](#)

[Ministry Playbook](#)

[Staff Standards](#)

## Interested?

Please email your resume and a cover letter to: [jobs@opendoor.tv](mailto:jobs@opendoor.tv)

We look forward to hearing from you.

