



DO WHAT
YOU LOVE.



XPERIENCE CHURCH

ASSOCIATE PASTOR
JOB PROFILE



A person with a backpack is walking from left to right in the foreground, slightly out of focus. In the background, the Manhattan Bridge spans the frame, with its steel structure and suspension cables visible. The scene is set in a city street with brick buildings on the left and a large stone archway on the right. The lighting is warm, suggesting sunset or sunrise, with long shadows and a golden glow. The overall mood is urban and dynamic.

Gne
THIRTY NINE

WE EXIST TO BRING
TRANSFORMATION
TO PEOPLE AND
ORGANIZATIONS
ONE STRONG HIRE
AT A TIME



THE XPERIENCE CHURCH STORY

In the Summer of 2011, God began stirring a vision for planting a church in the hearts of Kyle and Justeina Brownlee. Kyle had been in full-time ministry for ten years at Teen Challenge in Brookings, SD (a men's drug and alcohol rehab facility that Kyle had graduated from before joining the staff) and Justeina was leading a national women's ministry that she had started hosting conferences and speaking to women of all ages across the country. However, they had always desired to lead together in ministry and felt God stirring their hearts for the local church.

After several opportunities fell through, they began investigating the option of planting a church. There was a couple that they were friends with in Defiance, Ohio, and they began praying and dreaming about possibly launching a church in this rural community in NW Ohio. After receiving confirmation from the Lord, they connected with ARC (the Association of Related Churches), and ARC helped them develop a game plan for launching a church. After that, they started building the launch team, hosting vision meetings, and preparing to launch Xperience Church. On September 16th, 2012, Xperience Church held its first service in the Defiance YMCA. 264 people attended that first service, with 11 people committing their lives to Christ. That day was just the beginning of what God planned to do through Xperience Church.

Just six months after launch, the attendance had grown to the point that a second service was needed. Over the next two years, attendance continued to grow steadily and in March 2015, Xperience Church launched a third Sunday morning service. In 2016, they launched services in the local correctional facility. In 2017, they launched the Defiance Dream Center and began ministering in Belize. By 2018, attendance had grown to over 1,000 people in weekly attendance over three services. The children's ministry had grown to the point where it was outgrowing the space at the YMCA and it was evident that they needed to explore other options. They began praying, as they had done since the very first day of the church, for the Lord to provide wisdom and clarity on the next steps. By the end of 2018, they were in discussions with the owner of the local mall regarding a vacant space that had opened up. They signed a lease in March 2019 and finished renovations in November. On December 1st, 2019, Xperience Church held its very first service at Northtowne Mall in Defiance.

Since then, Xperience has continued to grow each year. In 2020, Xperience Church was named the 33rd fastest-growing church in the country by Outreach Magazine. By the end of 2023, weekend attendance had continued to grow and exceeded 1,400 attendees per week. In 2024, Xperience was named the 89th fastest-growing church in the country by Outreach Magazine, without adding any additional services or campuses. Average weekly attendance is currently averaging over 1,700 people per weekend in November. Xperience knows that God has called them to plant churches, launch dream centers, and impact prisons in more communities across NW Ohio, and are praying for wisdom and clarity on His timing and direction. They would love for you to be part of what God is doing there!

XPERIENCE CHURCH

VISION & MISSION

OUR VISION IS TO CONNECT PEOPLE TO GOD—FIRST LIFE.

OUR MISSION IS TO HELP PEOPLE: KNOW GOD, FIND FREEDOM, DISCOVER PURPOSE, AND MAKE A DIFFERENCE

CORE VALUES

- **We pray first.** We don't rely on good ideas, we seek God ideas—prayer is our starting point in every plan and decision.
- **We build up.** We build up, we don't tear down—our words are life-giving and we call out the best in people.
- **We bring our best.** Excellence honors God and inspires people, so we give our best in every detail, big or small.
- **We serve with joy.** Serving is an honor, not an obligation— we bring humility, passion, and energy so people can encounter Jesus.
- **We protect unity.** We fight for each other, not with each other—gossip stops with us and grace flows from us.

JOB SUMMARY

The Associate Pastor is responsible for building, growing, and pastoring the people entrusted to Xperience Church.

WE ARE ONE THIRTY NINE

CANDIDATE COMPETENCIES

- Committed to the Christian faith
- Deeply dedicated to the mission and values of Xperience Church
- Positive, fun, and enjoyable attitude
- Loyal and has the heart of a servant
- Able to manage multiple projects and meet deadlines in a fast-paced environment
- High-capacity, multi-tasking individual who is comfortable working independently without constant supervision
- Experienced in leadership development in a church environment (has at least three years experience)
- Able to pastor people
- Able to lead others
- Able to communicate to the congregation; speaks clearly and intentionally and has experience giving sermons



ESSENTIAL DUTIES & RESPONSIBILITIES

- Lead, develop, manage, and pastor the Xperience Church Dream Team staff, leaders, and volunteers
- Lead, develop, manage, and pastor the Xperience Church Small Groups staff, leaders, and volunteers
- Ensure all Connect Track events are equipped, resourced, and led with excellence and that participants receive their clear next steps
- Oversee the Next Steps process for Connect Track, new visitors, and salvation/baptism
- Recruit and train new Dream Team leaders
- Coordinate and collaborate with Xperience Staff to ensure creative efforts align with the overall church vision
- Ensure guest services teams and volunteer teams are staffed for conferences
- Utilize tools (CCB, Monday.com, etc.) to communicate and keep the team informed about events and team responsibilities
- Oversee the systems, processes, and structures of XC Dream Team, Small Groups, and Connect Track
- Stewardship of the Dream Team, Small Groups, and Connect Track department budgets
- Coordinate with the Director of Ministry for vision for services and special events
- Establish, monitor, and evaluate metrics and goals for the Dream Team, Small Groups, and Connect Track





DEFIANCE, OH

Defiance, OH is a rural community in Northwest Ohio - halfway between Fort Wayne, Indiana, and Toledo, Ohio. The population in the city of Defiance is around 17,000 people. Defiance is a safe community that shows great support for local small businesses. Living in Defiance offers residents a sparse suburban feel mixed with a rural landscape. Defiance has a lot of parks and the public schools in Defiance are above average. Defiance is home to several factories and has a strong blue-collar demographic, but also has many young professionals in a variety of industries. Residents are passionate about everything from politics to local sports. There are several smaller communities close to Defiance with similar demographics. Defiance is a crossing point for two large rivers, the Auglaize and the Maumee. Defiance also cherishes and honors its great history. Numerous historic homes and buildings are preserved to keep the history alive. Defiance truly is a great place to live.

WHO WE ARE

We are bold. We are diverse. We are the catalyst to transformational change by connecting dynamic leaders, driven by a unique calling, equipping & empowering them to create exponential impact.

OUR WHY

We exist to bring transformation to people and organizations, ONE strong hire at a time.

OUR VALUES

EXPERTLY SKILLED
WILDLY EFFECTIVE
AUDACIOUSLY INNOVATIVE
BOLDLY AUTHENTIC
PASSIONATELY TRANSFORMATIONAL
UNUSUALLY GENEROUS

