



DIRECTOR OF THRIVE

PURPOSE

The Thrive Director will provide overall direction and leadership for Thrive, ensuring that strategic planning, fiscal management, programming, resource development, staff care and development, achievement of goals, and administrative functions are effectively carried out. The Director will ensure the overall implementation, assessment, and success of Thrive's mandate serving churches in both Canada and the United States.

Application Deadline: March 23, 2026

Employment Type: Full-time

Location: Grand Rapids, MI or Burlington, ON — Hybrid

Department: Thrive

Compensation: \$124,881/year USD or \$124,881/year CAD

The CRCNA exhibits love for the diversity of the human family. As such we welcome and encourage all regardless of race, ethnicity, ability and culture to apply. Should you require any accommodation throughout the recruitment process please do not hesitate contacting our Human Resources Department.

KEY RESPONSIBILITIES

Essential Duties and Responsibilities, include the following:

1. Provide overall direction and leadership for Thrive, ensuring that strategic planning, programming, resource development, and goal achievement are effectively carried out.
2. Cultivate Thrive's identity by serving as the primary steward of the mission, vision, and core postures. Embody and articulate the core postures with staff and external stakeholders.
3. Supervise and nurture Thrive staff to develop strong, healthy teams, and administer Human Resources policies and procedures such as hiring, employee development, and annual performance reviews.
4. Ensure appropriate staffing levels and structure, with an explicit commitment to diversity.
5. Ensure synodical mandates related to Thrive are regularly reviewed and considered in all programming and budgetary decisions.



6. Ensure that the joint ministry agreements between the Canadian and US organizations are developed to satisfy legal requirements and ministry priorities.
7. Collaborate with the finance department to provide leadership over the Thrive budgeting process, including short and long-range financial planning and approval of expenditures.
8. Oversee the marketing and communications of Thrive.
9. Publicly represent and report on the work of Thrive at synod, classis meetings, local churches, and other forums as needed.
10. Develop and maintain effective partnerships to further the work of Thrive, engage in fundraising, and work with other agencies and ministry leaders to ensure effective collaboration.
11. Ensure that policies and procedures are in place for the smooth functioning of Thrive.
12. Perform other duties as assigned.

Supervisory Responsibilities

Direct supervision of the Thrive leadership team

SKILLS, KNOWLEDGE & EXPERTISE

Qualifications

- Professing membership in a Christian Reformed congregation and agreement with the doctrine of the church signified by signing a covenant statement.
- Ordination, or willingness to become ordained, as a Minister of the Word or Commissioned Pastor in the Christian Reformed Church, is preferred.
- Demonstrated excellence in strategic communication and vision casting, with the ability to articulate and advance organizational mission and goals.
- Proven expertise in collaborative leadership, including building teams through effective delegation of authority and responsibility.
- Proven competence in organizational development and effective leadership of growth initiatives.
- Strong ability to manage leaders across diverse functional areas, with strengths in mentoring and empowering staff to achieve excellence in their roles.



- Competence in budgeting, fiscal management, and ensuring long-term financial health.
- Proven ability to work effectively with a senior leadership team and with governance bodies.

Education & Experience

1. A Bachelor's degree and preferably a postgraduate degree in an area related to Christian mission or organizational leadership.
2. Significant experience working in a management/leadership position is required.
3. Significant experience working with congregations, pastors, and ministry leaders preferred.
4. Advanced Knowledge of the CRCNA, its ministries, and its administrative structure is required.

PHYSICAL DEMANDS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

- The ability to travel within Canada and the United States.

WORK ENVIRONMENT

The work environment characteristics described here are representative of those an employee encounters while performing the essential functions of this job.

- The work location will primarily be at the denomination office located in Grand Rapids, Michigan, or Burlington, Ontario.
- Frequent video calls/meetings are required
- Includes regular travel within Canada and the United States

FULL-TIME BENEFITS

Benefits may be pro-rated based on # of hours worked per week:

- Work-Life Balance
- Full-Time Flexible Work Arrangements
- Generous Vacation and Holiday Time
- Competitive benefits and retirement plan
- Professional Development Opportunities
- Contributing to an organization that is making an impact in the world



About The Christian Reformed Church in North America

Who We Are

The Christian Reformed Church in North America (CRCNA) includes just over one thousand congregations across the United States and Canada. About 75 percent of the churches are in the United States and 25 percent are in Canada. While we're a denomination with churches and ministries in two countries, we share in the blessings of ecclesial unity and joint ministry. Almost 230,000 people belong to the CRCNA—not a large number when you consider the population of our two countries. But by God's grace we can accomplish a lot when we work together.

The **CRCNA** denominational offices serve the local church, providing resources to pastors and congregations so that people are introduced to Jesus Christ and their faith is nurtured. Other agencies of the CRCNA include **ReFrame Ministries**, **Resonate Global Missions** and **World Renew**.

Be Who You Are

The CRCNA is committed to building a culture of belonging that encourages, supports, and celebrates the voices and experiences of all our employees. We strive to build a workforce that reflects the diversity of our broader culture and the Christian church, and invite all qualified candidates to apply.

To read the CRCNA Diversity Statement, [click here](#).

APPLY NOW