

LEAD PASTOR PROFILE



(for more information see <http://www.northoak.net>)

North Oak Community Church (www.northoak.net) in Hays, Kansas is seeking its next Lead Pastor and the timing could not be better to join this faithful church family as we explore how to more effectively achieve the mission to which God has called us: *“To grow in Christ, live connected, and take Jesus to others.”* We are eager to call an experienced Pastor to guide us, encourage us and challenge us as we adventure together for continued impact in Hays, the surrounding communities, and the world.

NOCC understands that we are not *“hiring”* a Lead Pastor, but intentionally, carefully, and prayerfully seeking to discover the Servant Leader who God is *“calling”* to Shepherd us. This profile is not an expression of professional skills as much as an expression of Shepherd-like qualities we believe important to help us accomplish God’s mission for us in the 21st Century.

I Timothy 4:12b-16 Essentials

➤ **HEART ESSENTIALS** (v. 16a – *“Keep a CLOSE WATCH ON YOURSELF and ... persist in this...”*)

- ✓ We desire a Pastor who, in his personal life:
 - Is known for an intimate walk with God through personal time in the Word, prayer, and accountability to spiritual partners...
 - Is known for his devotion to his wife and making margin for his family...
 - Is protecting himself against any accusation in his personal relationships...
 - Is known to be a good steward of his personal finances and therein content in times of plenty and times of loss...
 - Is known as a Servant Leader (one who above all is a *“servant of the Lord”*)...
 - Is known for his love for the flock of God...
 - Is not diverted from mission as a *“people pleaser”* (Gal. 1:10)...
 - Is committed to Biblical peacemaking and conflict management...

➤ **HEAD ESSENTIALS** (v. 15 – *“...devote yourself to the PUBLIC READING OF SCRIPTURE, to EXHORTATION, to TEACHING.”*)

- ✓ We desire a Pastor who, in his cognitive life:
 - Is passionate about discovering what the author of any given text of Scripture intended to say to his contemporaries...
 - Is purposefully seeking to discover how the Gospel is rooted in every text of Scripture and committed to make it central to his teaching...
 - Is discerning as he addresses the issues of the culture in which we live...
 - Is committed to understanding the generational distinctions ministering in a way that helps each value the other...
 - Is continuing his education, especially in those fields/studies that enable him to strengthen the mission to which God has called us as a Church...

➤ **HAND ESSENTIALS** (v. 14 – “Do not neglect *THE GIFT YOU HAVE* which was given you by prophecy when the council of *ELDERS LAID THEIR HANDS ON YOU.*”)

- ✓ We desire a Pastor who, in his ministry life:
 - Is cognizant of his spiritual gift(s) and exercises them with freedom and joy...
 - Is committed to loving exhortation (interested in transformation, not just information)...
 - Is gifted in leadership, especially mentoring and equipping Pastoral Staff and Elders...
 - Is passionate about developing with the Pastors and Elders a vision/strategy for accomplishing our mission...

Additional Qualities

- Is committed to a Gospel-centered preaching plan that calls and equips the church “*To grow in Christ, live connected, and take Jesus to others*”...
- Is committed and able to develop a team approach to shepherding...
- Is familiar with and values the use of technology in preaching/teaching, daily communication, and the worship services of the church...
- Is available for Pastoral counseling keeping it in balance with prayer and the preaching of the Word...
- Is committed to personally sharing the Gospel and strengthening a holistic approach to the church’s outreach...
- Is committed to the structure of the church: Elders who shepherd, Deacons who assist, and Members who serve...

Preferred Qualifications

[Apart from the clear Biblical qualifications listed in I Timothy 3 & Titus 1]

- Minimum of 5 years Pastoral Church Ministry; preferably as Lead Pastor.
- If married, a wife with a heart for ministry, and very supportive of her husband and his ministry. (She, however, will not be expected to fill a formal ministry role.)
- Seminary Degree from an Evangelical Seminary; preferably at least a Master of Divinity.
- Previous experience managing multiple staff and willingness to serve with our existing full-time staff overseeing their work while valuing their call to ministry. Also overseeing the Administrative Assistant in the office.
- Ordained or licensed and has those credentials with the Mennonite Brethren. If not, is willing to pursue full ordination credentials with the MB.