

# NORTH HEIGHTS

## Position Description for **Senior Pastor**

North Heights Vision: **Find Faith. Discover Purpose. Live Eternal Significance.**

Led by the Holy Spirit, North Heights equips all people to find faith in Jesus, discover their God-given purpose, and lead lives of eternal significance.

We are looking for staff to join us in this vision.

**Title:** Senior Pastor

**Reports to:** Council of Elders

**Employment Status:** Exempt

### **Imperative**

- \*Maintain qualified staff and fill current vacancies
- \*Create and implement the strategic plan
- \*Create a relevant sermon strategic plan

**Summary of Position:** This position oversees the full range of operations of a multi campus church. It has senior responsibility and accountability for:

- Scriptural integrity, Holy Spirit filled teaching, preaching and communicating Jesus is the only way
- Spiritual well-being and intentional growth of all North Heights family members
- Stewardship of both financial and physical assets of North Heights
- Development of relationships beyond North Heights that enlarge North Heights' ministry footprint
- Hire staff that are Christ centered, Spirit filled, the right fit, and qualified for key positions
- Set and implement the vision of church and unify all ministries

### **Outcomes required from this position:**

- Sermons are Scripturally-based, relevant, and actionable
- High levels of organizational health and staff motivation/dedication are achieved and maintained
- Congregational growth in both size and spiritual maturity is on-going
- An increasing number of congregants become trained and released into the area of Kingdom service to which the Holy Spirit is calling them (Ephesians 4:11-17)
- Constructive relationships with other churches and para-church agencies that magnify North Heights visions and enhance Her stewardship
- Fiscal balance is maintained

**Minimum Qualifications:** Master's in Biblical studies or related field from a recognized seminary; Ordination credentials from a nationally -recognized certifying organization; Spirit-filled and demonstrates the Gifts and Fruits of the Spirit; must have at least 15 years of ministerial experience, and have served as a senior leader in a multi campus church congregation; adheres to the North Heights "What we Believe"

**Duties/Areas of Responsibility:**

- Provides spiritual and organizational leadership of North Heights
- Working in collaboration with the pastoral staff, contributes to the substance of weekly sermons
- Prepares and presents sermons which are Scripturally-based, instructive and compelling
- Oversees the development, communication, and implementation of the vision, plans and programs of North Heights
- Educates and motivates others in the North Heights family to actively engage in the ministries of the church, including outreach
- Provides collaborative staff leadership to ensure that all staff members are informed, motivated and work cohesively
- Oversees the financial health of the church and ensures that timely action is taken to maintain balance
- Adhere to staff core values
- Adhere to the Constitution and Bylaws of North Heights
- Establish and manage measurable quarterly goals that are in alignment with our vision
- Performs other duties as assigned that further the vision of North Heights

**Knowledge, Skills, and Abilities:**

**Required:**

- Demonstrates a Christ-centered, Spirit-filled life with the Gifts and Fruits of the Spirit evident and in operation
- Belief that Jesus is the one and only Son of God and the only name that can save a human being. Be filled with the Holy Spirit and demonstrate the use of spiritual gifts.
- Understands and embraces the historical Lutheran perspective on scriptural interpretation (hermeneutics)
- Personal life demonstrates the qualities of bishop/elder as discussed in Timothy, Titus and 1 Peter ☐ Proven oratory skills when speaking to large groups of people
- Working knowledge of financial principles
- Strong inter-personal skills
- Ability to train and mentor others
- Ability to multi-task effectively
- Organized record-keeping and other work habits
- Ability to effectively communicate verbally and in writing, in English
- Follow the Constitution and Bylaws of NHLC

**Optional but desirable:**

- Ph.D. in Biblical studies or related field
- Proficiency in financial principles
- Strong business acumen