



NORTH PARK COMMUNITY CHURCH

OPPORTUNITY PROFILE

EXECUTIVE LEAD PASTOR

NORTH PARK COMMUNITY CHURCH

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

North Park Community Church (NPCC) is a multi-cultural, multi-generational church with three distinct campuses, one Chinese/Mandarin service and a growing on-line community. We are seeking an Executive Lead Pastor who has a passion for Jesus and a love for people, is a prayerful and Spirit-led leader of leaders who will inspire innovative vision and move North Park forward in a united direction.

As the Executive Lead Pastor you will mentor and oversee the Senior Leadership Team in a collaborative and transparent leadership style. You will disciple others and in the process, develop and raise up new leaders, recast vision and stir up commitment to Jesus and His kingdom.



ABOUT US



OUR STORY

North Park began in 1963 when twelve families came together to plant a church in London, ON. That first year they went door to door, inviting the community in. The desire to reach out and impact the local community has been foundational to NPCC and continues today.

North Park has expanded to three London area campuses. Fanshawe, the main campus, has weekly attendance of approximately 1,400 and facilitates a weekly Chinese service. The Huron and Stratford sites were recently launched without incurring any debt and each site has a growing attendance of one hundred. We have strategically grown our online audience to about 1,250 views weekly. Post-covid we will continue to intentionally develop this platform to reach out to our local community and beyond.

In recent years, we have focused our ministry outreach to families in our community and have partnered with several local agencies like Safe Families, London Pregnancy Crisis Centre, Refugee Resettlement, and Food Cupboard. We have grown our in-house ministries that serve families and as a result have a strong children's and youth ministry in place as well as various adult ministries.

OUR VISION

We believe God desires that all people experience the love and grace of Jesus, and with this invites His people to participate creatively with Him in His work of transformation.

OUR MISSION

As a result, we want to inspire, support and mobilize one another to live like Jesus as a transforming and life-giving presence in our families, communities and the world.

OUR VALUES

At NPCC we are committed to seeing people completely trust and follow Jesus Christ. As we work to see them build their lives upon the truths of Scripture and be inspired through worship, teaching and service we will stress these core values:



LIFE TRANSFORMATION

Always growing to be more like Jesus, allowing Him to transform our motives, thoughts, and actions.



COMMUNITY

Being deeply connected to one another in caring and truth-telling relationships.



LIVING ON MISSION

Going beyond ourselves and extending the love and message of Jesus to our homes, workplaces, communities and the world.



PRACTICAL, RELEVANT FAITH

Bringing what is written in the Bible to the realities of our culture and practically applying its truths to our everyday lives.



GRATITUDE AND GENEROSITY

Being released from the bonds of consumerism as we respond extravagantly with generosity and deep gratitude for all God provides.



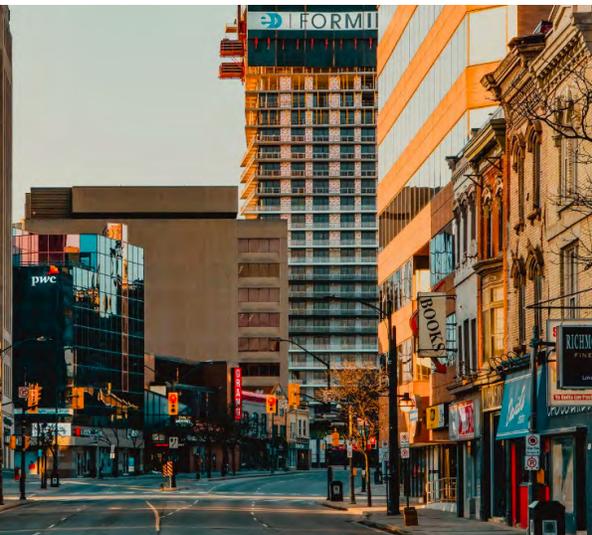
GRACE

Embracing each other, regardless of life situation or brokenness as we journey towards Life Transformation.



LOCATION

Today, London is one of the largest urban municipalities in Ontario, yet it retains much of its historic charm and small-town feel being surrounded by woodlands and farmlands. This family-oriented community has much to offer seniors and singles alike and the relatively affordable housing prices make it an attractive place to call home. London has a strong business, educational and arts community – providing a wide array of opportunities. It also boasts a variety of sport venues including skiing, hockey, golfing, and baseball. The local 10,000 seat venue attracts big name music performances, hockey games, and Broadway shows throughout the year.



WHO YOU ARE

POSITION SUMMARY

The Executive Lead Pastor of North Park Community Church (NPCC) has overall responsibility for developing and directing the various ministries, operations, finances and human resources functions of NPCC. The position has responsibility for the [mission, vision, strategy](#) and overall leadership of the church and reports to The Board of Elders, as a non-voting member of the Board. The Senior Leadership Team reports to the Executive Lead Pastor, who fosters a collaborative and empowered team approach to the overall ministries of NPCC.

As a leader of leaders, the Executive Lead Pastor possesses and demonstrates a mature, humble, and deep, centered relationship with Jesus, a love for people, and expresses a committed plan for personal spiritual growth as aligned with NPCC's vision, mission, and values. The Executive Lead Pastor is passionate about living out their Christian faith, beliefs and values while utilizing their God-given gifts and abilities to serve God, the staff and the congregation at NPCC.





KEY ACCOUNTABILITIES:

- Collaboratively initiate, develop and steward a shared vision for the overall direction and mission of NPCC and communicate the vision to effectively motivate the church leadership, staff and congregation. In partnership with the Board of Elders, communicate and operationalize the mission, vision, values and strategic goals of NPCC.
- Oversee the Senior Leadership Pastoral Team, to establish goals, policies, and procedures for all NPCC ministries, operations, finance and human resource functions, and to provide ongoing leadership training, development, coaching and support.
- Oversee and manage overall operational plans and financial budgets and monitor progress to achieve strategic goals. Attend and provide updates at Board of Elders meetings.
- Dedicated to racial and cultural diversity within the church body, and in future hiring to build on existing staff and volunteer teams of men and women leaders.
- Implement an effective management structure recognizing and delegating responsibilities to ensure excellence in all aspects of ministries and operations. Oversee succession plans for all key roles and invest in development of identified successors to prepare them for next roles.
- Work with the pastoral team to inspire and enable them to envision and put into practice innovative, evangelistic outreach programming and partnerships in multiple sites/campuses. Ensure the development of inhouse, organizational efficiencies including the optimization of the organizational structure.

- Share the preaching and teaching responsibilities (approximately 25%) within the team-teaching model at NPCC and teach the Word of God in a sensitive and relevant manner. Direct and watch over the various collective ministries and, with the Elders, maintain the biblical and doctrinal integrity of the church.
- Set the spiritual tone through your personal relationship with Jesus Christ. Pray regularly for the church family, staff and leadership and all areas of ministry. Provide spiritual guidance, instruction and counsel as needed in a caring and compassionate manner.
- Lead as a servant leader and consensus builder who will form, equip and lead teams of leaders in a humble and collaborative manner to achieve ‘buy-in’ from the teams and drive strong alignment, unity and trust.
- Commit to sustaining and growing NPCC’s solid financial base in order to further God’s Kingdom.
- Advance the development and growth of NPCC and its digital strategy (online engagement and social media plan) with the understanding that hybrid programming is an essential part of current and future local and global evangelism.
- Partner with the Board of Elders to ensure all legal and regulatory obligations for NPCC are met and employees abide by NPCC Pastoral Team Handbook. Act as a key public relations representative for NPCC.



QUALIFICATIONS:

- Masters or Doctorate in Theology/ Biblical Studies.
- Strong financial and business acumen.
- 5+ years of senior leadership experience in church ministries.
- Executive organizational skills and expertise.
- Demonstrated success leading multiple staff within a growing multi-generational and multi-cultural church with satellite campuses.
- Gifted in biblical preaching and teaching with a mature understanding of the scriptures.
- A creative and strategic thinker with a proven ability to develop strategic plans, problem solve and innovate, within a team environment.
- Demonstrated collegial and servant leadership.
- A clear communicator, capable of effective delegation, and the building of strong interpersonal relationships.
- Fully aligned with the mission, vision, values and Statement of Faith of NPCC.
- Demonstrated clear commitment and personal loyalty to Jesus Christ, exhibiting consistent spiritual maturity and moral character.
- Demonstrated success in evangelistic ministry growth and the growth of the young family ministry.
- Ability to engage new congregant sectors as well as sustain and enrich the faith life of current congregants.
- Strong understanding of Board Governance.

COMPENSATION PACKAGE

- Pension plan and health benefits package.
- 4 weeks of vacation to start.
- Salary dependent on experience and education.

SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC.

OUR SEARCH TEAM



JEFF PITCHFORD

Leading the Search

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.



MARK KRAFT

Assisting the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Application Deadline: June 1, 2021

Short List Interview: June 30, 2021

Start Date: Fall 2021

Location: London, ON

HOW TO APPLY

Forward your resume and cover letter to info@nelsonandkraft.com

Please note, qualified candidates for this search must be Canadian residents at the time of application.

Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

FOR MORE INFORMATION,
PLEASE CONTACT:

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