



Opportunity Profile

PASTORAL CO-LEAD
NORTH PARK COMMUNITY CHURCH

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

London North Park Community Church (NPCC) is a large, diverse, multigenerational faith community seeking a grace-filled, authentic, biblical communicator to serve as Pastoral Co-Lead.

As a leader of leaders, you possess and demonstrate a mature, humble, and centered relationship with Jesus. You have a love for people and a committed plan for personal spiritual growth in alignment with NPCC's Statement of Faith. Overall, you are passionate about living out your Christian faith and beliefs while utilizing your God-given gifts and abilities to serve God, staff, and the congregation at NPCC.

If you are a strong preacher and teacher of the Word with an authentic faith that aligns with the values of NPCC, we would love to connect with you!





OUR STORY

North Park Community Church 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.

NPCC has two active and engaged London area campuses. Fanshawe, the main campus, has a weekly attendance of approximately 600 attending the two weekly services, in addition to the over 180 people involved in children and youth engagement. The main campus also facilitates a weekly Chinese service (a church within a church). The Stratford site was recently launched without incurring any debt and has a growing attendance of 120. A third site is currently being leased to a former North Park church plant that ministers with a focus on newcomer families. There is also a significant online presence, and we have strategically grown our online audience to over 500 views weekly. We continue to intentionally develop this platform to reach out to our local community and beyond.

NPCC has a long history of supporting local and global missionaries. Some examples of how we partner are through strengthening families in need in the community through food redistribution and compassionate ministries, building into the next generation through campus ministry, inspiring biblical literacy through Bible translation in Papua New Guinea, partnering with Bible colleges in Ethiopia through training in English language teaching, supporting church planters in Prague, encouraging new global missionary mentoring through cross-cultural training, and walking alongside newcomers to Canada as they resettle.



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 live by these foundational 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



Image by City of London via [To Do Canada](#)

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, education, 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.

POSITION SUMMARY



As Pastoral Co-Lead, you will work collaboratively and harmoniously with the Executive Co-Lead in the leadership of NPCC. You will report to the Elder Board and lead NPCC's ministries and operations with the Executive Co-Lead according to the Mission, Vision, and Values of the church. You will be primarily responsible for the spiritual development, care, and oversight of the church including preaching and teaching, pastoral care, worship, family ministries, discipleship, and outreach missions.

Reporting to the Pastoral Co-Lead are five pastoral leadership positions including:

- Pastor of Care
- Pastor of Family Ministries
- Director of Adult Discipleship
- Pastor of Worship Arts
- Stratford Site Pastor

The Executive Co-Lead's primary responsibilities include oversight of administration, finance, and operations. Also reporting to the Executive Co-Lead is the Office Manager and the Facilities Manager.

KEY RESPONSIBILITIES

SHARED CO-LEAD RESPONSIBILITIES

- Develop and maintain a collaborative working relationship with the Executive Co-Lead that facilitates open sharing of information relating to each other's individual areas of oversight.
- Under the guidance and direction of the Elder Board, collaboratively develop and steward a shared vision and strategic plan for the overall direction and mission of NPCC, and communicate the vision to effectively motivate church leadership, staff, and the congregation.
- In partnership with the Elder Board, communicate and operationalize the Mission, Vision, Values, and strategic goals of NPCC, providing regular communication to the Elder Board and the congregation.
- Represent the church in the community and build trusted relationships with community partners with a keen interest, care, concern and sensitivity for community members and social issues. Act as a key public relations representative for NPCC.
- Oversee and manage the Senior Leadership Team in establishing goals, policies, and procedures for all NPCC ministries, operations, finances, and human resource functions. Provide ongoing leadership training, development, performance management, care, coaching and support.
- Oversee and manage overall church resources, risks, and financial budgets. Monitor progress to achieve strategic goals, Attend and provide updates at board meetings.



TEACHING & PASTORAL RESPONSIBILITIES

- Oversee all teaching, preaching, and worship in every ministry area and at all NPCC sites including weekend, weekday, and online services. Develop sermon series and teach 50% of the time, and help develop the skills and abilities of the teaching and worship team. Teach the Word of God in a sensitive and relevant manner.
- Oversee pastoral care and prayer. Pray regularly for the church family, staff, leadership, and all areas of ministry. Provide spiritual guidance, instruction, pastoral counseling, and congregational follow up in a caring and compassionate manner. Ensure that pastoral care is provided in an effective and timely manner, grounded in truth and grace. Officiate weddings and funerals and provide pastoral support with pre and post event counseling and care.
- Implement an effective pastoral team organizational structure, recognizing and delegating responsibilities to ensure excellence in all aspects of ministries and development of the team. Oversee succession plans and hiring for all key roles, and invest in the 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 discipleship methodologies and evangelistic outreach programming and partnerships. Model discipleship and evangelism to staff and the congregation.
- Direct and watch over the various collective ministries and maintain the biblical and doctrinal integrity of the church under the oversight of the Elder Board.
- 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.



- Be passionately committed 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.

CORE COMPETENCIES

- **KNOWLEDGE:** The Pastoral Co-Lead will have exemplary biblical and theological literacy, understanding the Scriptures in both letter and spirit. They will also have a firm grasp on the principles of organizational leadership. They will embrace NPCC's non-denominational congregation which includes many different faith backgrounds, and will work to build on the strengths of this unique quality.
- **SKILLS:** The Pastoral Co-Lead will be skilled in biblical preaching and teaching, public speaking, written and verbal communication, active listening, delegation, diplomacy, performance management, and conflict resolution.
- **PERSONAL CHARACTERISTICS:** The Pastoral Co-Lead will, above all other considerations, have a personal and enduring relationship with the Lord, as will be increasingly evidenced by the fruit of the Holy Spirit in their spiritual walk. They will be humble, trustworthy, and an effective servant-leader who inspires others to action and helps maintain a positive focus without ignoring interpersonal or organizational problems that require attention.



QUALIFICATIONS

FAITH

Must possess a sincere and enduring faith that aligns with NPCC's Statement of Faith.

CHRISTIAN LIFESTYLE

Must have a lifestyle consistent with biblical Christianity, actively pursuing the fruit of the Holy Spirit and actively abstaining from sinful behaviour.

EDUCATION

Master's degree in theology, biblical/religious studies, or divinity – or equivalent professional/career development.

EXPERIENCE

3-5 years in a formal ministerial leadership role, leading team members, within a theologically compatible church. 5+ years' experience leading a theologically compatible church is preferred.

CLEARANCES

A clear criminal record check and vulnerable sector check.

SEARCH PROCESS

OUR SEARCH TEAM



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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.



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RYAN FERNANDES SUPPORTING THE SEARCH

Ryan brings over 15 years of progressive financial, people and global leadership experience across a broad spectrum of Fortune 500, private equity and private businesses ranging from CPG, automotive, food and beverage, and supplements. Some of the leadership roles Ryan has held include VP Operations and Supply Chain, VP Supply Chain, VP Supplier Based Management and Logistics Manager. Having been both a candidate and a hiring manager with several executive recruiters, Ryan has the perspective to help a client clearly articulate their needs and wants as well as identifying a candidate who will excel in the role.

SEARCH PROCESS

OUR SEARCH TEAM CONTINUED



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MARK KRAFT

SUPPORTING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



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ALEXA KROEKER

SUPPORTING THE SEARCH

Alexa has over two years of administrative experience in the charity sector. She has a Bachelor of Arts in International Studies from Trinity Western University. Her interests include writing and communications, and finding ways to improve processes and increase efficiency. She is excited to grow her skillset in marketing and social media engagement with Nelson/Kraft & Associates.

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:

Location: London, ON

Application Deadline: January 31, 2023

Start Date: TBD

HOW TO APPLY

Please forward a PDF of your resume and cover letter to info@nelsonandkraft.com.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position and is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.

Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.