



North Highlands Bible Church

Pastoral Profile

After twenty years of leadership at North Highlands Bible Church, Dr. Rick Chitwood will be retiring. Pastor Rick leaves at a time when North Highlands Bible Church is seeking to grow its congregation base as well as increase its impact and influence in the Lake Highlands area and surrounding communities. The pandemic and last year's building flood have impacted attendance but there is a contagious spirit of love and support throughout the church, and the current church body is firmly committed to making a difference in the lives of its members and the community for the glory of Christ.

Character

North Highlands Bible Church is looking for a pastor whose life and character measure up to the character qualities of 1 Timothy 3:1-7 and Titus 1:5-9 with a heart for God and love for people. He will have an exemplary Christian character including a vibrant, personal relationship with Jesus Christ and a proven track record in personal and family life, interpersonal relationships, and a local church life.

Pastoral Experience

He will bring a track record of faithfulness and effectiveness in working in a local church. The pastor will be a shepherd with a heart for people and desire to nourish and grow lives deeper in their walk with God. He will be an encourager and developer of people, building new leaders for ministry.

Supportive Family

The pastor will have a healthy marriage and family providing the basis for understanding the challenges families face today. His family will be faithful participants in the ministries of the church.

Prayer Warrior

The pastor will be a man of prayer constantly seeking God's enabling presence to transform lives and impact the community and the world for God's glory. He will care deeply for the conversion of the lost and the spiritual growth of God's people.

Good Communicator

We seek a gifted communicator who will preach and teach the Bible expositively with clarity and winsomeness, encouraging the hearers to apply God's word to their daily lives. He will communicate with transparency and authenticity, both explaining and providing a living example of one who lives God's word every day. He conveys authenticity, transparency, and humility—and even brokenness—in his preaching and his daily walk.

Evangelist

The pastor will have a demonstrated heart for sharing the gospel with the lost and leading people to Christ. This should be a regular and active part of his life as a healthy growing disciple of Christ. He should also serve as an example and model of this to the church.

Staff Development

The pastor will be responsible for the development, direction, and supervision of all staff. He has the skill to mentor and coach leaders to become more effective in their own ministries and calling and possesses the Emotional Intelligence (EI) to motivate others as needed in each situation. Views himself as "chief among equals" with his staff team.

Leadership

The pastor as part of the elder board will set the direction for the church toward a corporate life and impact that is missional serving our community, expressing the gospel, seeing lives transformed, and reaching to the ends of the earth. He will work in cooperation with the elders to work out that strategy taking the lead in loving, instructing, and moving the church toward spiritual maturity and God's call on their lives.

Cooperation and Collaboration

He is secure and confident in his own calling, treasures constructive feedback, and creates a high functioning, collaborative team. This translates into patience and proven character that exhibits a “let’s go together” style of inclusive collaboration. He engages diverse people and groups, and has the heart of an ambassador, sharing vision with various constituencies in order to achieve buy-in on long range initiatives. He enjoys collaborating with others and views himself with humility as a servant leader of the team. He has the humility to “know what he doesn’t know” and looks to others to minister in areas where they are strong, and he is weak.

Values, Mission, Vision

The pastor will be able to support the Constitution, Statement of Faith, and Core Values of North Highlands Bible Church and envisions a long-term commitment, as the Lord leads, to see the church grow into the future God has for it. He will work directly with elder board and leadership team on matters of budget, facilities, scheduling and communication.

In addition to these core competencies, the following qualities will be general guidelines (but not strict requirements) for preferences in a candidate as pastor:

- Has over ten years of pastoral experience and worked with churches that have developed diverse and effective ministries.
- Between the ages of thirty-five to fifty with life and church experience, and years of ministry ahead of him.
- He will also be in sound physical and emotional health, able to energetically carry out his schedule with functional skills in administration and time management.
- Earned a four-year college degree and a master’s degree. Also having or desiring to obtain an earned Doctor of Ministry degree in the continual development of his ministry skills.