



• 4343 North Flood Ave • Norman • Oklahoma • 73069 • 405.329.3101 • www.nlbc.org •

SPIRITUAL DEVELOPMENT PASTOR RECRUITING PACKET

New Life Bible Church in Norman, Oklahoma is hiring a Spiritual Development Pastor. New Life is a fast growing non-denominational church that is unapologetically Biblical and contemporary.

CHURCH PROFILE

In the last 18 months our church has grown from 150 people to 320 people. In the first 5 months of 2012, we baptized more people than we baptized in all of 2011.

Our mission: *To reach people for Christ and lead them to be fully devoted to Him.*

Our Purposes:

- Reach - reach people who need Christ.
- Connect - connect through Christ-centered relationships
- Grow - grow to become like Christ.

Staff Core Values:

- Trust
- Authenticity
- Evangelism
- Growth
- Stewardship
- Excellence
- People
- Fun
- Creativity

Spiritual Growth Philosophy:

At New Life Bible Church we believe spiritual growth happens naturally when people consistently live out 6 habits over time:

- Read the Bible and pray daily
- Attend Church every chance you get
- Active participation in a small group
- Inviting others to church
- Giving financially to the church
- Serving in a volunteer role

Our Senior Pastor:

Alan Danielson has been the Senior Pastor of New Life since January 2011. Previously he served as Central Team Leader for LifeGroups at LifeChurch.tv in Edmond, OK, where he led over a thousand small groups on LifeChurch's thirteen campuses. He then founded 3Threat.net to help leaders master three essential leadership skills: casting vision, executing strategy and fostering relationships. Alan is a conference speaker and consultant regarding small groups, mission, discipleship and leadership.

Alan is the furthest thing from a micromanager. His leadership style is to paint very clear vision and boundaries for his team and then empower the team to lead creatively within the vision and boundaries. Alan provides honest, immediate feedback to his staff so they always know where they stand. At the same time, Alan continually seeks honest, immediate feedback from his staff so they can help mold him into a better leader. As such, the culture of the team promotes complete honesty while striving for phenomenal results.

POSITION PROFILE

Job Title: Spiritual Development Pastor

One-Sentence Job Description:

Make disciples by continually leading an ever-expanding number adults to consistently live out the 6 habits of spiritual growth.

Direct Report: This position reports directly to the Senior Pastor.

Primary Duties:

Lead NLBC's overall adult discipleship through

- Generosity Development
- Volunteer Development
- Bible Engagement
- Missions Engagement
- Small Groups Engagement
- Assimilation

Secondary Duties:

- Teach during weekend services several times per year.
- Expand the influence of New Life Bible church with students at the University of Oklahoma.

Measure of Success:

The person filling this role will help define goals related to people living out the 6 habits of spiritual growth. Success in this position will be measured by accomplishing those goals.

Salary:

\$42k to \$50k base salary depending on experience
\$300/month insurance reimbursement

Potential Growth:

- As the church grows, this role could potentially evolve into an executive level position overseeing 5 or more staff members.
- New Life has a desire to become a multi-site church in the future, so the person filling this position could potentially move into a supervisory role overseeing multiple campuses and their staff members.

APPLICANT REQUIREMENTS

Skills:

- Casting Vision
- Fostering Relationships
- Executing Strategy
- High capacity to relate to people
- Ability to inspire and encourage others
- Fast, clear, positive written and verbal communication skills
- Adaptability
- Ability to work under high stress conditions
- Strong organizational ability
- Resourcefulness
- Uncanny knack for juggling multiple projects effectively

Character Traits:

- Integrity
- Thick skin
- Soft heart
- Passion for Christ
- Passion for discipleship (holistic discipleship, not just Bible study)
- Fun to be around
- Financial wisdom
- Loyalty

Experience Desired:

- Proven experience successfully leading large numbers of people to accomplish difficult goals.
- Track record of producing excellent results.
- 5 years or more experience in high level leadership either in ministry or business.

Summary:

We would love to find someone who has the current or future capacity to be a senior pastor in a church of 1000 people or more. Our ideal candidate will demonstrate a history of effectively leading people to accomplish lofty goals. Creativity, high relational capability, a track record of getting things done efficiently, and willingness to take risks are characteristics that will get our attention.