

Gateway Church of the Nazarene
Church Profile
June 2024

The purpose of this profile is to give a very brief overview/background of where Gateway is today, and what the current vision is for the future. It is not intended to be a completely comprehensive picture of the church and its congregants. It is our hope and intention that this profile will assist you as as part of your, “due diligence” as you prayerfully discern God’s direction for you and whether your gifting would be a match for the position of Senior Pastor at Gateway at this time.

Initiatives

Early in 2023 Pastor Wes Brown opened discussion with the Church Board regarding a vision for Gateway in which the entire congregation would be reaching out to our immediate neighbors, colleagues, community members, and family in an intentional manner to share the Good News of Jesus. As part of the discussion we felt led to partner with an outside organization that is dedicated to assisting churches in fulfilling that mission.

Through that process the Board identified the Amplio Group, an organization dedicated to partnering with Church leadership teams, being a resource in helping leadership teams to increase their intentionality in leading their congregations towards reaching and growing disciples, building God’s kingdom together, one life at a time.

In May 2023, the Church Staff and Church Board met for 3 days (a Friday, Saturday, Sunday) with the Amplio Group, to begin discussions around the Biblical mission to make new disciples of Jesus, fulfilling the Great Commission both as individuals and as a church, with the ultimate goal to be activation of the entire church in this mission. Through that process we identified our target demographic (35-40 year old males), and two initiatives:

1. Reaching out to, “My One” (later changed to, “Life Together”)- that person in our life, however we might be connected to them, who does not currently have an active relationship with Jesus, and who, if they were to leave this earth at this point in their (lack of) relationship with Jesus, we would truly grieve for.
2. A look at the total Worship Experience, from the initial time someone has contact with Gateway, whether in-person or digitally, to the follow-up once they are on our, “radar”.

GATEWAY PASTOR SEARCH SURVEY

SUMMARY

DEMOGRAPHIC INFORMATION of those who filled out survey: (Age, Gender, Years of Attendance at Gateway, Involvement in Weekly Small Group or Sunday School):

55 or over (44), 41-54 (11), 25-40 (3), 18-24 (2)

Female (37), Male (25)

Years attending Gateway: 10+ (44), 5-10 (11), 1-5 (12), 1 or less (1)

Involved in Weekly Small Group and/or Sunday School: Yes (36), No (6)

Why do you attend Gateway?:

-Fellowship/community: 39

-Sunday Experience: 20

Where do you feel Gateway could use the most improvement?:

-Connecting with younger generation: 29

-Worship (Music): 14

-Bigger volunteer base: 11

What are the most important leadership qualities our new Pastor must possess?:

-Inspiring and challenging preacher and teacher: 51

-Passionate about reaching young people and young families: 28

-Relational Leader: 21

What should our new Pastor focus most of their time/energy on?:

-Attracting new members and retention: 30

-Teaching and the weekend experience: 27

-Outreach and Evangelism: 26

-Small groups and discipleship: 17

Which of the following are the most important regarding their (new Pastor) experience:

- Has experience growing a church: 47
- Served as a Senior Pastor at a church: 32
- Has served as an Associate Pastor at a church of similar or larger size: 30
- Is affiliated with our denomination: 22

In a sermon, which of these components are most important to you?:

- Strong Biblical knowledge/references: 47
- Application to everyday life: 42
- Spiritual nourishment: 34

Gateway Pastor Search Survey

Please respond only after prayerfully asking God for His direction as you complete this survey. For questions 1 - 10 please circle your answer. For the open-ended responses, please be as specific as you can be in your responses.

1. What is your age?
 - a. Under 18
 - b. 18 - 24
 - c. 25 - 40
 - d. 41 - 54
 - e. 55 and over

2. What is your gender?
 - a. Male
 - b. Female

3. How many years have you been attending Gateway?
 - a. 1 or less
 - b. 1 - 5 years
 - c. 5 - 10 years
 - d. 10+ years

4. Are you involved with one of our Sunday school or weekly bible studies?
 - a. Yes
 - b. No

5. Why do you attend Gateway?
 - a. Sunday Experience
 - b. The fellowship/community
 - c. Location
 - d. Love of the teaching
 - e. Love of the music
 - f. Ministry offerings
 - g. Other

6. Where do you feel Gateway could use the most improvement?
 - a. First impressions & retention
 - b. Connecting with younger generations
 - c. Unification
 - d. Evangelism
 - e. Worship
 - f. Teaching
 - g. Bigger volunteer base
 - h. Other

7. What are the most important leadership qualities our new Pastor must possess? (Choose 3)
- a. Inspiring and challenging preacher and teacher
 - b. Relational leader
 - c. Vision-caster
 - d. Mentor and intentional discipler
 - e. Passionate about reaching young people and young families
 - f. Skilled and knowledgeable administrator
 - g. Attracts and draws in new members
 - h. Inspires generous stewardship of members' time, money, and resources
 - i. Deals with conflict well
8. What should our new Pastor focus most of their time/energy on? (Choose 3)
- a. Staff management
 - b. Small groups and discipleship
 - c. Attracting new members and retention
 - d. Teaching and the weekend experience
 - e. Professional development and continuing education
 - f. Outreach and evangelism
 - g. Meeting physical needs of community
 - h. Inspiring generosity and stewardship
 - i. Pastoral care
 - j. Implementing vision
9. Which of the following are the most important regarding their experience? (Choose 3)
- a. Served as a Senior Pastor at a church
 - b. Has a well-known ministry
 - c. Is affiliated with our denomination
 - d. Has a Masters of Divinity
 - e. Has experience growing a church
 - f. Has served as an Associate Pastor at a church of similar or larger size
10. In a sermon, which of these components are most important to you? (Choose 3)
- a. Strong Biblical knowledge/references
 - b. Application to everyday life
 - c. Challenging of intellect
 - d. Humor
 - e. Spiritual nourishment
 - f. Illustrations
 - g. Challenge to the status quo
 - h. Relatable from the stage
 - i. Explanatory teaching
 - j. Other

Open Ended Response

Recognizing that Jesus nor Wes are candidates for the current position, what do you feel are the most important characteristic(s) we should look for in a candidate for Senior Pastor at Gateway?

What do you feel are the greatest strengths of Gateway at this time?

What do you feel are the greatest needs of Gateway at this time? Where do you see opportunities for growth?

Any suggestions for specific candidates we should consider? (If you choose to provide a name here, please tell us how you know them, what are their qualifications, and why do you feel they would be a good candidate for Gateway)

Your Name: _____

If you have any questions or need clarification, please don't hesitate to reach out to a Board Member.

Gateway Church of the Nazarene

Job Description

Job Title: Lead Pastor

Reports To: Church Board

Position Status: Full Time, Salaried

Purpose:

The role of the Lead Pastor is to work in harmony with the Church Board in overseeing the life and direction of the church. The Lead Pastor will serve as a spiritual leader, mentor and role model, and will evidence a saving, sanctifying and growing relationship with Jesus Christ through spiritual disciplines such as prayer and Bible study, with a passion to reach the lost for Christ. The Lead Pastor will organize and lead an effective ministry program by developing and implementing a comprehensive approach to Church ministry through discipleship, biblical teaching, worship, fellowship, evangelism, mission, and community outreach. The Lead Pastor will have a firm grasp on the purpose, values and strategy of the church and the ability to align ordained and lay staff and key leadership teams with its mission which is "to develop Christlike followers of Jesus". The Lead Pastor will ensure that the systems, practices, and policies of the church responsibly and effectively support its mission and ministry activities.

Key Responsibilities and Duties:

1. **Preaching and teaching:** The Lead Pastor will be the primary preacher for worship services. The Lead Pastor will also provide leadership and oversight in planning and executing the Church's education programs and other programs in discipleship and ministry training, in coordination with other ordained and lay leaders.
2. **Strategic leadership and planning:** The Lead Pastor is responsible for strategic planning and staff coordination in the execution of the church's mission and purpose. In conjunction with the Church Board, the Lead Pastor will define strategic goals and vision as the key leader among staff and implement the plan by:
 - a. Coordinating/leading weekly staff meetings and other activities to clarify and execute goals and objectives.
 - b. Monitoring the "spiritual pulse" of the congregation.
 - c. Ensuring staffing, facilities and programs are effectively aligned to meet the Church's mission and strategic goals.
3. **Staff supervision and development:** The Lead Pastor serves as director to ordained and lay staff and lay volunteers, and leads, evaluates, and mentors staff in their respective areas of ministry by:
 - a. Overseeing staff training and development.
 - b. Hiring and dismissing staff after consultation and approval from the Church Board.
 - c. Providing leadership to the pastoral staff in the design and implementation of all church ministries.
 - d. Working with the Church Board to implement salary reviews and recommendations.
 - e. Maintaining efficient and effective lines of communication between Church Staff and the Church Board.
 - f. Conducting annual, written staff performance evaluations to paid Church Staff, setting annual performance goals and objectives, and providing performance improvement plans as needed.

4. **Administration:** The Lead Pastor oversees and executes the administration of the church through appropriate staff and lay leadership teams, and ensures the completion of ministry, business, facility, and logistical support functions through staff and lay volunteers. In addition, the Lead Pastor shall:
 - a. Oversee the pastoral care needs of the congregation and share with other church ministry staff in hospital visitation, home visits, counseling, marriages and funerals.
 - b. Supervise the Office Manager and provide direction, as needed, for the effective functioning of the front office support functions.
 - c. Participate in and oversee the development of and adherence to church policies and procedures.
 - d. Prepare and submit monthly reports to the Church Board on ministry accomplishments and activities and ensure that the same are submitted to the Church Board from all Church Ministry Staff.

Other Responsibilities and Duties:

The lead Pastor shall read and become familiar with the Manual of the Church of the Nazarene, latest edition, and shall adhere to the duties and responsibilities of a church elder as referenced in Sections 124 – 131. Gateway Church of the Nazarene retains the right to change or assign other duties and responsibilities to this position.

Qualifications:

1. Ordination as an elder in the Church of the Nazarene.
2. Bachelor's degree or higher in a relevant field of study for pastoral ministry.
3. Organization, leadership skills and experience necessary for successful job performance.
4. Strong communication, administrative and interpersonal skills.
5. Excellent command of the English language and grammar, both verbal and written.
6. Enthusiastic, self-motivated, creative, with a passion for church ministry.
7. Ability to make connections throughout the community that will benefit and enhance Gateway's mission and outreach.
8. Ability to teach, mentor, train and resource Gateway ministerial staff, lay staff and lay leaders.
9. Ability to work closely and cooperatively with the Church Board, Church Staff, Sunday school teachers, ministry leaders and volunteers.
10. Christian maturity and grace.

I acknowledge that I have read, received a copy of, and understand this job description.

Employee

Date