



HARVEST

COMMUNITY CHURCH | PCA

Brief History of Harvest

Harvest Community Church began as a mission church in 1994 and particularized in 1998. Three senior pastors have led Harvest, including Glenn Durham (1994–2002), Alan Mallory (2002–2014), and Jacob Gerber (2015–present). For a lengthier history of the planting and establishment of Harvest, [read our history here](#).

Harvest went through a very difficult season in 2014 after sending off a solid core group of people (including two ruling elders) to attempt to plant a church in nearby Council Bluffs and then abruptly losing both pastors (senior and associate), all in the span of a few months. Throughout this entire time, God was faithful. By God's grace and the diligent work of the congregation, a single remaining elder, and the presbytery, Harvest weathered the storm. That time both galvanized the church and offered a new opportunity to revitalize and reimagine the direction of the church moving forward.

The new session (the new pastor, two new ruling elders, and the remaining elder) has spent the last two years prayerfully evaluating the history of the congregation, its present disposition, and the possible future where God might lead us. Seeking to honor the best of Harvest's history as well to take advantage of this unique opportunity to grow in new ways, Harvest's session has adopted and begun to implement a new identity statement, mission statement, core values statement, and purpose statement.

By God's grace, this has been a fruitful season of prayer, preparation, and planning—not only as a session, but in the wider church. During these last two years, Harvest has grown roughly 40% to a current membership of 144 people. Here are a few more details to fill out this short history of Harvest:

- By God's grace, we fully own a beautiful, historic building with ample worship, teaching, and fellowship space.

- We are situated in the heart of Omaha in close proximity to two major universities and two renowned medical research institutions.
- Our urban location provides many opportunities to engage in mercy ministry.
- Harvest is a uniquely multigenerational church, with rich relationships between young, old, and every age in between. We are currently experiencing an influx of new young families, so that children under the age of 8 make up more than 20% of our congregation. We prize bringing children ages three and older to participate with us in corporate worship.

As the church continues to grow, we have identified the need for an assistant pastor who can help implement the details of this vision. Our desire is to call a man to have a significant role in organizing, overseeing, and managing the implementation of this vision into the future. Please pray with us that God will bring us the right man for this call.

Identity Statement

Many stories united as one body in Christ.

Located near the inner city of Omaha that also attracts people seeking a Reformed church from around the metro area, we are blessed with a church that reflects significant socioeconomic, ethnic, racial, generational diversity. We see each person's story in the midst of our broader unity in Christ as a precious gift. For more details, read [this article](#).

Mission Statement

Making disciples who worship and serve.

We want to keep our eyes fixed firmly on the mission that Jesus Christ gave to us in his Great Commission of making disciples. Specifically, we emphasize the centrality of worship and the necessity of service for every member of our church. For more details, read [this article](#).

Core Values

Centrality of the Bible

We believe that God shepherds his people through his authoritative word, the Bible. We believe that the Bible bears witness to Jesus Christ, the Word made flesh. It renews our minds, shapes our desires, and trains us in godly wisdom. Therefore, the Bible directs everything we believe, say, and do.

Prayerful Dependence on the Spirit

We believe that true ministry is impossible apart from the power of the Holy Spirit, and we believe that true life comes only through intimately knowing the living God. Therefore, we give ourselves to prayer in private, in our families, in disciple groups, and as a congregation.

Unity in the Body

We believe that the church is the body of Christ, made up of many members, so our racial, ethnic, and socioeconomic diversity is a precious gift. We are committed to building a community characterized by grace, freedom, transparency, genuineness, and safety.

Equipping, Commissioning, and Sending

We believe that Jesus commands his church to make and send disciple-making disciples, so we are dedicated to equip the saints for ministering in their families, neighborhoods, and vocations through spiritual formation, Christian education, and leadership development.

Committed to the City

We believe that God has planted Harvest in Omaha, so we long to see Jesus glorified in our city through discipleship and mercy ministries. We also seek to minister within our unique spheres of influence and to support church planting efforts across the metro area and the wider region.

Hope for the Nations

We believe that Jesus died to ransom people for God from every tribe, language, people, and nation. We are passionate about developing partnerships with global churches, sending and supporting missionaries, and making disciples in the midst of poverty through fair trade ministries.

*If our identity statement describes **who** we are, and our mission statement keeps us focused on **what** we are doing, then our core values clarify **how** we want to pursue our identity as a church with unity in the midst of diversity, and our mission of making disciples who worship and serve. For more details on these values, read [this article](#).*

Purpose Statement

Soli Deo Gloria.

*Our purpose statement describes why we exist—**Soli Deo Gloria**, a Latin phrase popularized during the Protestant Reformation that means, "for the glory of God alone." Everything we are and everything we do is not for the sake of our own glory, but the glory of our Triune God.*

Assistant Pastor Job Description

Harvest Community Church in Omaha, NE seeks to hire a full-time assistant pastor with gifts of administration, discipleship, and teaching that will complement the senior pastor's gifts of preaching, leadership, and vision. The overall goal is that the senior pastor will be primarily responsible for creating, communicating, and protecting Harvest's vision for making disciples of Jesus Christ, while the assistant pastor will be primarily responsible for organizing, implementing, and managing the details of that vision—all in coordination with the session of the church.

Qualifications and Qualities:

- Biblically qualified for pastoral ministry
- Able to be ordained in (or have ordination transferred into) the Platte Valley Presbytery of the Presbyterian Church in America
- Pastoral heart for administration, disciple-making, and mercy ministries
- Gifted to teach, train, and make disciple-making disciples
- Passionate about strategic planning and organization
- Capable of managing staff and overseeing the details of ministry in the church
- Effective communicator to staff, leaders, the congregation, and the wider world
- Patient, steady, disciplined, and faithful temperament

Job Responsibilities:

- Administration (50%):
 - Setting, managing, and guarding priorities for *how* to execute Harvest's vision
 - Managing and overseeing the details of ministry and organizational infrastructure (staff, ministry teams, policies, building, finances, etc.)
 - Communicating details about Harvest's ministry inside and outside the church
- Disciple-making and Leadership Development (30%):
 - Developing leaders over the long term to become disciple-making disciples
 - Overseeing and coordinating disciple-making ministries, including:
 - Recruiting and training teachers/leaders
 - Personally teaching classes and leading small groups
- Preaching and Worship (20%):
 - Preaching 6–10 times per year; administering the sacraments as needed
 - Planning and leading liturgy 10–15 times per year in rotation with others

To apply, please attach your cover letter, resume, family photo, MDF, and answers to the Initial Questions for Assistant Pastor Candidates to harvestpulpit@gmail.com.

Application Deadline: September 30, 2017

Initial Questions for Assistant Pastor Candidates

Please write out responses to these questions. These responses will help us to understand your experience, your approach to ministry challenges, and what you value in ministry. **We cannot consider your application without answers to these questions.**

1. In the last two years, Harvest has grown 40%. Additionally, new leaders are serving in a variety of new capacities, with more being trained to serve. In this growth, we need to build, implement, and oversee new structures for communication, decision-making, and accountability. Describe a time when you built, implemented, and oversaw structures within an organization. What was your process for making sure you were taking all the necessary factors into account? How did you work with the various people who would need to work within this system? How did you evaluate whether the system worked well? What did you learn?
2. For our assistant pastor, Harvest is looking for someone who can not only coordinate our various ministries, but also develop leaders (disciple-makers) at every level, and in every area. Describe a time that you worked to develop leaders. How did you evaluate in whom to invest your time, energy, and effort? What was your process for training leaders? What were your goals for the process? How well did you achieve those goals?
3. One of the richest parts of Harvest's history is our mercy ministry. We are located in an urban area where people suffering from mental illness, substance addiction, poverty, and homelessness regularly visit. Describe your own experience with mercy ministry. What have you learned? What is your philosophy of the role of the church in discipling the poor?
4. Where there are two or more people, there is prone to be conflict. Describe a time you had conflict with another person (outside your marriage). Describe as best you can, without naming names, the situation. How did you engage the people involved? What was the outcome over this issue?
5. All churches experience some level of suffering and hardship. Describe a time you shepherded hurting people through a particularly difficult situation. What was the process you took them through? How did you describe and shepherd the grieving process with these people?
6. Describe a time when you disagreed with a leader's vision and still had to submit to their authority. Please address why it was easy or difficult.

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