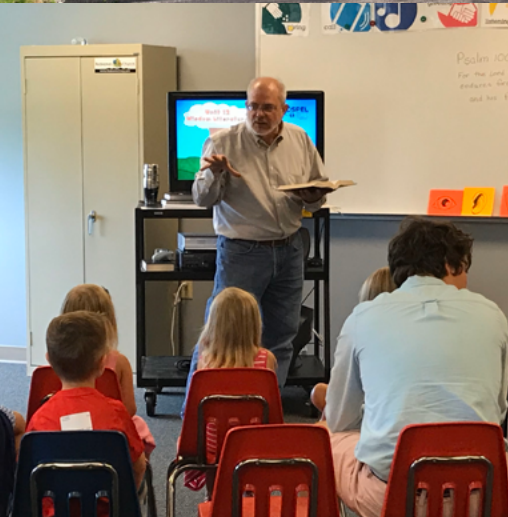


North Cincinnati Community Church Church & Pastor Profile

November 2021





WELCOME

We are delighted and humbled that you wish to learn more about North Cincinnati Community Church and the Senior Pastor God will call to lead us.

We joyfully praise the Lord Jesus for his gracious and faithful care during the challenges of COVID and our time of transition. By God's grace we are united in Christ and his purpose for our lives and our church.

Just as King David was a man of God's own choosing, so will our future pastor be. To facilitate the seeking and finding of God's man, we have tried our best to capture who North Cincy is in the following pages. In short, we long for God's church at North Cincy to be a place where:

- **CHRIST IS OUR HEAD**
- **WORSHIP – OUR HEARTBEAT**
- **GROWING IN CHRISTLIKENESS – OUR SOUL**
- **EXPANDING THE KINGDOM – OUR PASSION**
- **THE GLORY OF GOD AND THE GOOD OF OTHERS – OUR PURSUIT**

While our longing reflects our hearts, our human efforts are surely imperfect. We have noted several of our challenges and aspirations throughout this document.

Proceeding from that foundation, as well as from the opportunities God has placed before us, comes the profile of the man we believe will be the best fit as our next senior pastor – a man who is a:

- **PROCLAIMER OF THE WORD**
- **LEADER OF LEADERS**
- **SHEPHERD OF OUR COMMUNITY**
- **HUMBLE SERVANT**

We trust God's sovereign will in the calling of our next senior pastor, and we are preparing our hearts to receive him. We invite you to read on, reflect and pray. You will find next steps and contact information at the end of this document if you wish to proceed further as a candidate. We pray for the Holy Spirit's illumination of the path ahead – both yours and ours. May God bless you as you seek his leading in your search for your next ministry home.

By His Grace and for His Glory,

North Cincy Pastor Search Committee



CHRIST – OUR HEAD

It is our deep desire that all things be done in joyful submission to King Jesus as we seek to extol his name and bring him glory!

He put all things under his feet and gave him as head over all things to the church, which is his body, the fullness of him who fills all in all. Ephesians 1:22-23

WORSHIP – OUR HEARTBEAT

Worshipping God is our highest value, and corporate worship is a vital part of life for our faith community. Our hearts desire that our Sunday worship glorifies God, edifies the believer, and reaches the unbeliever. As a member of the Presbyterian Church in America, our theology is rooted in the Protestant Reformation. Our worship may be described as confessionally-reformed and liturgical, blending traditional and contemporary elements. North Cincy's worship is also multi-generational. Children are always welcome. Parents of infants through first graders, also have the option to choose nursery care and Children's Church.

North Cincy's thirst for preaching and teaching that is Biblical, redemptive, historical, and Christ-centered permeates throughout the church, but especially on Sunday mornings!

Worship provides weekly opportunities to confess our faith and our sin, to offer prayers of praise and petition, to be convicted, challenged and encouraged by faithful preaching, and to partake in the Lord's Supper (1st Sundays).

On any given Sunday morning, a visitor would likely experience a warm welcome and see people excited to connect. They may very well hear a declaration from the pulpit that "There is no better place we could possibly be than right here worshipping King Jesus!" And in response, see heads nodding and hear voices agreeing "Amen!"

SUNDAYS AT NORTH CINCY

9:30-10:30

Sunday Morning Community Groups (Sunday school) - all ages

10:45-noon

Worship - all ages

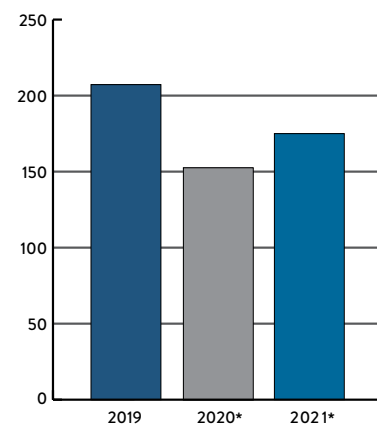
Nursery/toddler care - 0-3 yrs

Children's Church - 4 yrs-grade 1

7:00 p.m.

Corporate Prayer (2nd Sundays)

AVERAGE WEEKLY ATTENDANCE



* does not reflect online attendees



CHRISTLIKENESS – OUR SOUL

Our ministries exist to build-up the Body of Christ in knowledge and love for our Lord, to encourage and grow in love for one another, and to impact our world for Christ. North Cincy's ministries and small groups are the training grounds where we seek to know our Lord intimately. To move from spiritual infancy into maturity. To love deeply and serve selflessly.

Many ministries have been initiated by our pastors and staff, while others are Spirit-led, congregant-driven and leadership-supported. Work is underway to better coordinate and expand our ministry to families, and Session also recently established an Adult Discipleship committee. Whether a Bible study, prayer group, ministry team, or fellowship event, we aim to connect, grow, and serve like Jesus.

OUR ASPIRATIONS AND CHALLENGES:

- **We desire that all ages and stages are engaged, growing, and serving** – We have many Bible studies, small groups and ministries, but we lack an overarching plan for spiritual formation, maturation and engagement across demographic segments. There is also a desire to re-vitalize Student Ministry which has been impacted during COVID and our leadership transition.
- **We desire to carry the Gospel and love of Christ into our surrounding communities** – To do that well, we must better prepare and equip ourselves to engage, love, and welcome people with sensitivity, grace and truth, especially against a backdrop of many divisive cultural issues.
- **We desire that the Lord would further cultivate a culture of prayer in our congregation** – As the Word is our spiritual food, let prayer be the lifeblood for our people and our ministries.

SUNDAY MORNING

- Sunday Morning Communities for Adults and Students
- Sunday school, nursery, children's church
- Worship Ministry
- Got Truth scripture memorization

FAMILY MINISTRIES

- North Cincy Kids Jr. (0-pre-K)
- North Cincy Kids (K-6th)
- North Cincy Students (7th-12th)
- Family Ministry Team
- Parent Equipping Events

ADULT MINISTRIES

- Men's Ministry
- Women's Ministry
- Connect Groups
- Prayer Ministry
- Hospitality

CARE MINISTRIES

- Diaconal Ministry
- Stephen Ministry
- Meal Ministry



FAMILY OF GOD – OUR BODY

Many congregants describe North Cincy as a "family," a community of people who rejoice with those who rejoice and weep with those who weep. We deeply value and desire faithful preaching and teaching of the whole counsel of God's Word, as well as the outworking of God's sanctifying work in our hearts and lives. We endeavor to love well – though imperfectly – through the challenges, mistakes, and celebrations of life. We desire to grow further in being a community of love and grace – a safe haven to share our struggles and our sin – knowing our brothers and sisters will love, forgive, exhort and encourage us in that process.

Demographically, we are a multi-generational church. Many second-generation worshipers are being baptized, taking membership vows and serving in our ministries as fully engaged members of our church. We have also witnessed the beautiful fruit of North Cincy kids becoming missionaries, enrolling in seminary and some now attending with their own young kids!

The Lord has placed a significant number of adoptive and foster families - nearly one in ten - in our midst. Over the past 18 months, the Lord has brought many new families with young and school-age children into our fellowship, along with additional empty nesters and singles. We have also welcomed eight babies in the past year!

OUR ASPIRATIONS AND CHALLENGES:

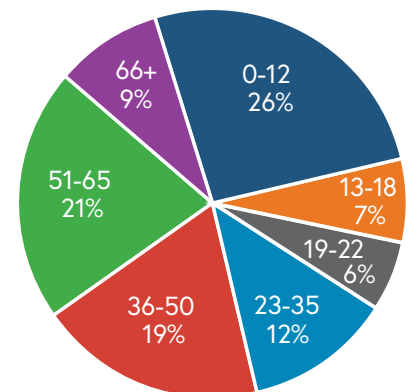
- **Strengthen shepherd care** – We need to provide more consistent shepherd care across the congregation, and to equip ourselves to better meet the shepherd needs of women and people in crisis.
- **Re-connect the church Body** – While some have returned to near normal routines, others continue to endure COVID caution/isolation. We need to find new and tangible ways to care for all who are unable to regularly participate in church life due to health risks, illness, aging, unconventional schedules, family situations, etc.

NORTH CINCY BY THE NUMBERS

Adult Members

175

Congregants by Age

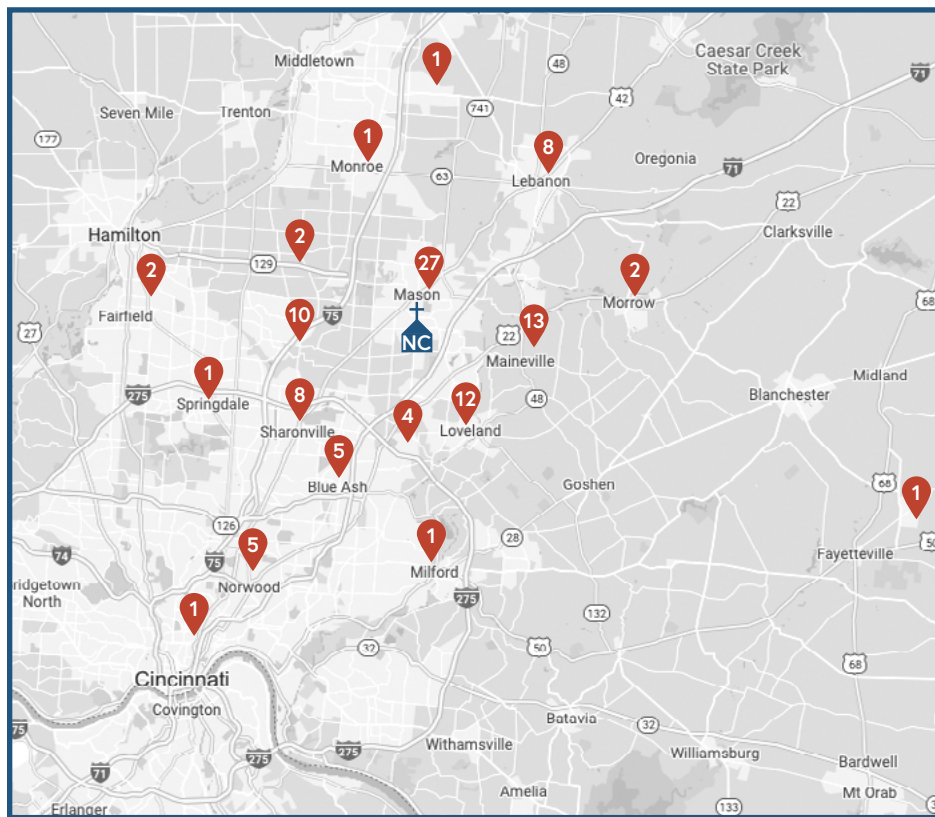


Ministry Year 2020-21

19 New Members/Transfers In
5 Baptisms (3 infants, 2 adults)

Leadership

12 Elders (6 active)
13 Deacons (6 active)
2 Assistant Pastors
5 Staff (2 FT/3 PT)



WHERE WE LIVE

In his providence, the Lord has placed North Cincy in Mason, Ohio, amidst a cluster of fast-growing suburban communities. Our congregation comes from Mason and many surrounding areas, including: Cincinnati, Lebanon, Liberty Township, Loveland, Maineville, Monroe, Montgomery, Sharonville, and West Chester communities.

NORTH CINCY BY THE NUMBERS (continued)

Finances

2021-22 Budget	\$800K
2020-21	
Tithes/Offerings	\$859K
Benevolence	\$171K
Expense	\$688K
Debt	\$0

Physical Resources

31,000 sq.ft. facility
27 acres

City of Mason

Population 33,000
22 miles NE of Cincinnati

Greater Cincinnati Metro

Population 2.2 million
15 Fortune 1000 Companies



KINGDOM EXPANSION – OUR PASSION

Ministry Partners – Since its founding North Cincy has supported kingdom expansion through a multitude of ministry partners. North Cincy currently supports nearly 30 partners locally and globally.

Global Mission Trips – North Cincy members regularly serve on traveling teams to Mexico (Back2Back, orphan care) and London (Serge, Muslim outreach). A special bond has formed since 1998 with Pastor Nenad Kovačević and his Baptist Church in Mačkovec, Croatia, where we have partnered to provide an English camp and bring the gospel to a country with less than 1% evangelical Christians.

Local Outreach – North Cincy currently partners with Interfaith Hospitality Network (serving homeless families), Life Forward (pregnancy care), and City Gospel Mission and New Life Furniture Bank (serving under-resourced families).

Members in Ministry and Missions – Eight current North Cincy families serve in full- or part-time missionary and ministry roles through organizations such as Young Life, Ukraine Medical Outreach, Athletes in Action, Shepherd's Crook, Campus Outreach, Mission to North America, and Europe City Partners. Two other long-time worshipers are currently in seminary.

Church Planting – North Cincy's involvement with church planting (from 1995-2012) began with our own church. Founding Pastor Dr. Walter Wood, Jr., and his family moved to Cincinnati in December 1993. By January 1995, a growing group of Christ-followers held North Cincy's first worship service. In 2004, North Cincy planted its first daughter church. By 2012, three more had been planted directly, two others supported, and two pastor-planters sent out to Arizona and Alabama. Currently, North Cincy supports church planting through our global ministry partners.

OUR ASPIRATIONS AND CHALLENGES:

- Increase outreach and impact in our local community, including using our property and facility more strategically and effectively – Our church Body has expressed a desire to not only have greater impact in the communities where we live but also where North Cincy is located, reaching out to our "neighbors" from the facility and 27 acres that the Lord has provided.

GLOBAL MISSIONS TEAM

North Cincy's Global Missions Team (GMT) is a committed group of lay and staff servants who:

- Support our ministry partners relationally, financially, and in prayer
- Inform North Cincy's Body of God's work in and through our ministry partners
- Deploy members to serve on mission trips and to give generously through Faith Promise



THE GLORY OF GOD AND GOOD OF OTHERS – OUR PURSUIT

We anticipate the next Senior Pastor will engage us in a season of prayer; review of our ministries, resources, challenges and opportunities; discern future direction; and mobilize us in a common pursuit for North Cincy's future. During our pastoral transition, the following mission and priorities have guided North Cincy.

OUR MISSION

We exist for the Glory of God and the Good of Others.

North Cincy strives to be a church where Christ is boldly proclaimed and the gospel of grace is lived out daily in our lives and through our ministries. We desire to be a place where all can **connect** to Christ and his Church, where we are **cared for**, where we **grow** in godliness as mature and equipped followers of Christ, and where we actively and humbly **serve** in order to bless one another, our neighbors and the world with Christ's love.

CURRENT PRIORITIES

Everyone is: Connecting – Cared For – Growing – Serving

LEADERSHIP

Our mission and priorities are supported by our servant leaders. North Cincy has a healthy, functioning session and diaconate who serve in mutual submission and support. Our Assistant Pastors, Matt May and Eric Shrimpton, have served humbly and admirably on an interim basis. Together, our pastors, officers and staff have labored well to continue Christ's ministry, while navigating COVID and our pastoral transition. We thank God and give him the glory for the gracious care and leadership of these servants.

OUR ASPIRATIONS AND CHALLENGES:

- **Clarify future direction and mobilize behind it** – Although there is consistency and agreement on the timeless pillars of our identity as a church, there is a desire among the congregation for a clearly articulated direction that mobilizes us in a common pursuit for our particular time and place.
- **Align ministry plans, resources and communications** – Once we have agreed-on direction, we will want to ensure ministry plans are aligned and regular communications keep our Body connected and moving forward together.
- **Raise up the next generation of lay leaders** – North Cincy has experienced the good fruit of able and humble lay servants and officers. As we near the end of our third decade, we must be intentional in developing new leaders who are equipped to take up these roles.



SENIOR PASTOR PROFILE

North Cincy seeks a minister of the Gospel who, in concert with North Cincy's officers, will provide spiritual leadership and oversight, exhorting, encouraging and living out the gospel in the manner of 1 Th 2:7-12 and Acts 20:28. We are looking for a man who meets the biblical standards for the office of elder outlined in 1 Tim 3:1-7 and the standards for teaching elder in the PCA Book of Church Order. While we consider these as required, we have emphasized certain aspects we believe are particularly important at this time.

Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood.
Acts 20:28

ROLE & RESPONSIBILITIES

While the Senior Pastor's responsibilities are varied, we desire to call a man who is primarily a:

Proclaimer of the Word

- **Proclaims** the Word as North Cincy's primary preacher
- **Delivers** expository sermons which are biblical, redemptive, historical, Christ-centered and compelling
- **Models** an authentic, warm, real, practical, distinctively reformed gospel personally

Leader of Leaders

- **Engages** members in a common purpose and aligns us in ministry plans

- **Equips** pastors, staff, officers and members to accomplish ministry plans
- **Develops** effective ministry efforts through others
- **Disciples** a new generation of lay leaders, with officers

A Shepherd of our Community

- **Gathers** others to Christ and the North Cincy community
- **Knows**, loves, and engages the flock
- **Fosters** a caring community

CHARACTER & BEHAVIORS

- **Discipleship:** Loves Jesus, active prayer life, growing as a true disciple, helps others to do the same
- **Humility:** A servant-leader who is collaborative, respectful, and accountable
- **Connected:** Understands, listens, aware of what is happening in the body and also our community
- **Leadership:** Inspires, engages, aligns and equips others to serve; marked as wise and mature
- **Adaptable:** Listens, willing to alter own plans, brings others on the journey when change is required

THEOLOGY & ECCLESIOLOGY

- Committed in good faith to the reformed understanding of scripture as defined in the PCA standards
- Appreciation for the broader body of Christ and willing to partner with other ministries
- Holds and shares convictions with integrity, not as one drawn to controversy, but in love



THEOLOGY & ECCLESIOLOGY (continued)

- Theologically astute and discerning, grasps issues in the PCA and our culture

GIFTS & ABILITIES

- Strong preaching gifts required
- Able to set/discern mission, align ministry efforts, and inspire and mobilize the body
- Able to identify, lead, and develop associate/assistant pastors, officers, staff, and lay leaders
- Personable, engaging in 1-on-1 and large group settings
- Skilled in biblical conflict resolution

EXPERIENCE & EDUCATION

- Member in good standing of a gospel believing church
- Ordained, or able to be ordained, as a PCA teaching elder
- Masters of Divinity required
- Regular preaching experience
- Five or more years of pastoral ministry experience in a church setting. Preferred, but not required:
 - Experience exercising ministry oversight
 - Pastoral experience in church of 100+
 - Experience in suburban church
- Proven ability to gather and strengthen a church community

NEXT STEPS

PRAY

Before applying, please confirm your intent through a season of prayer about this opportunity.

PREPARE

Please prepare your cover letter, resume, Ministerial Data Form (MDF) and links to 2-3 video preaching samples. If you haven't previously prepared a MDF, you may request one here: pcaac.org/pastor-search/pastors-open-to-a-new-call/

POST

Post your materials by sending them to our pastor search consultant's email:

Ed Norton - ed@mcgowanglobal.com

PAUSE

Our Pastor Search Committee will confirm receipt of your materials within a few weeks or so. We anticipate it will take significant time to do a quality review of each candidate's file, and so we ask for your patience after that initial confirmation. Once our review is complete, we will reach out with an update.

Church & Pastor Profile

November 2021

