

The Pastor We Seek

North Park Covenant Church is seeking the leadership of a new senior pastor so that it may continue to be a vibrant community of faith committed to God's glory and neighbor's good in its richly diverse urban setting. The church is described in our CovConnect profile and in our narrative church profile. This document describes the senior pastor we are seeking.

We seek a senior pastor who is ordained to Word and Sacrament by the Evangelical Covenant Church and therefore is called to pastoral office by God and the Church and is a representative of the wider church whose call to ministry is both personal and validated by the Church.

At the most fundamental level our senior pastor must be personally and professionally committed to the Christian faith as it is understood in the Evangelical Covenant Church. North Park Covenant Church is seeking a senior pastor who has a strong, articulate, and mature faith in Jesus Christ as Lord and Savior, who affirms the historic Christian faith and joins with the Evangelical Covenant Church in confessing "that the Holy Scripture, the Old and the New Testament, is the Word of God and the only perfect rule for faith, doctrine, and conduct." We seek someone who as a person and a pastor lives and works out of God's free gift of grace, and who therefore is generous minded and warmly hospitable.

The pastoral office requires high standards of both competence and character. We seek a pastor who is of mature and stable character, and who has the particular personal and professional skills and qualities necessary for successfully serving as senior pastor of this urban church. It is important to us that our pastor be self-secure and self-confident so that he or she can be free to be personally humble, focused on the needs of others, and genuinely hospitable. Both the *Ethical Principles for Those Serving in Vocational Ministry in the ECC* and the *Bylaws* of North Park Covenant Church speak to the qualities and qualifications of those who serve in pastoral ministry. The appendix contains relevant quotations from those documents.



Person of Character. As someone under the care and discipline of the Church the senior pastor is a person of disciplined constancy, reliability, integrity, humility, thoughtfulness, responsibility, and stability both in public and in private.



Worship planner and leader. The senior pastor is responsible for the worship life of the congregation. The senior pastor plans and leads worship, in cooperation with the other pastors and the church's music staff. North Park Covenant Church has a rich tradition of carefully structured worship employing liturgy, organ, choral music, and congregational hymns. We are seeking someone who embraces our current worship and who can continue to bring excitement, innovation, vitality, and growth to our worship life. (Audio recordings of our worship are available.)



Preacher. The senior pastor is the primary preacher in a congregation with a rich history of strong preaching. The church values transformational preaching that is gospel centered and grace-filled. At the same time it celebrates prophetic preaching that exhorts and disturbs as it proclaims the Word of God.



Care-giver. The senior pastor provides pastoral care to the congregation in cooperation with the rest of the pastoral staff, the Board of Deacons, and Stephen ministers. As a shepherd of the flock the senior pastor is a skilled pastoral counselor who knows how to listen and when to speak. The senior pastor shows love and care to the entire congregation and leads the congregation in caring for each other and the surrounding community. Our church's blend of long time families and transitory worshippers calls for particular pastoral care sensitivities.



Mentor. The senior pastor is an able mentor and guide who assists others in discerning and using their gifts, provides support, guidance, and encouragement to staff members, encourages the growing faith of the children of the church particularly through Confirmation, and helps seekers to take the next step of faith.



Bridge Builder. We recognize that the whole church are ministers to the world. This means incorporating all newcomers into our congregation. In this endeavor, we seek a pastor who can guide us in the work of integrating NPCC's life with the North Park/Albany Park community and beyond. The person who can lead us needs familiarity with or specialization in urban ministry, a vision for ministry in a diverse cultural and socioeconomic context, and a desire to embrace the challenges and joys of such ministry.



Theologian. The senior pastor is the congregation's resident theologian and interpreter of Holy Scripture and of the rich Christian tradition. As such the senior pastor need to be one who reads and thinks widely and deeply and is an able teacher as well as someone who helps direct the formational ministries of the church.



Servant Leader. The senior pastor is the head of the church's staff and a central member of the church's leadership team. As such the senior pastor envisions, empowers, inspires, and directs as a servant leader who is collaborative and supportive.



Appendix

The preface to *Ethical Principles for those serving in Vocational Ministry in the ECC* states:

When the Evangelical Covenant Church endorses women and men for vocational ministry through licensure, commissioning, consecration and ordination, the church has discerned the following:

- *Apostolic.* They know, believe and live the faith delivered to us by the apostles and prophets. They can teach it and translate it into a ministry setting.
- *Called.* This multi-voiced call comes from God and is confirmed by the local church, the regional conference, and the denominational Board of the Ordered Ministry. It is also discerned personally in the life and faith of the individual.
- *Competent.* They are reasonably competent in the pastoral arts of preaching, teaching, leading and caring. These arts will have different shapes and form in various vocational ministries. The practice of the pastoral arts requires life-long formation and learning.
- *Character.* Persons called to vocational ministry must have a deep and growing self-awareness. They must have a sustaining interior life that allows them to transform the wounds and sorrows of ministry. They must maintain healthy boundaries assuring the larger church they are a safe person and the care of the vulnerable can be entrusted.

The *Bylaws* of the church contain the following requirements:

a) Qualifications and Standing

The members of the full-time pastoral staff shall meet the New Testament requirements of the office (I Timothy 3:2-7) and shall be members in good standing of the Ministerium of the Evangelical Covenant Church. They shall, by virtue of call, be members of North Park Covenant Church.

b) Duties

The members of the full-time pastoral staff shall be devoted to the service and ministry of the church, faithfully preaching and teaching the Word of God, administering the sacraments, adhering to pastoral work, and performing other pastoral duties in a spirit of mutuality with other staff members, the congregation, and the Executive Council. They shall practice good administrative procedures and shall closely cooperate with the Executive Council and the boards and committees of the church. The members of the full-time pastoral staff shall keep an accurate record of all pastoral acts and present a written report to the annual business meeting of the congregation. . . .

c) Cooperation

The members of the full-time pastoral staff shall, both in word and deed, work in harmony with the Evangelical Covenant Church, the Central Conference, and other Covenant ministers. They shall also cooperate with clergy of other Christian congregations and other faiths within the community.