



## Interim Lead Pastor Job Description and Church Profile

Founded in 1978, North Oak Community Church (NOCC) has a mission to lead people to grow in Christ, live connected, and take Jesus to others. NOCC is located in Hays, Kansas, a vibrant, growing community of over 20,000 people. The church ministers to both the local community and families from multiple counties in the area. The church has enjoyed steady growth and currently has two Sunday morning worship services with an average total attendance of 300+ participants. Multiple ministry events happen throughout the week at the church in the areas of children's, youth, and adult ministries. The current full-time staffing includes a lead pastor, associate pastor, youth pastor, children's ministry director, and office manager.

The lead pastor, who had been serving for 31 years at NOCC, will be resigning July 31, 2019 to pursue an international ministry opportunity. Due to the long-standing nature of the current lead pastor and the timing of the resignation, the church has been advised by leaders in the Mennonite Brethren denomination to pursue an intentional interim lead pastor. The purpose of the temporary interim position is to help guide the church through the transition from a long-standing lead pastor to a new lead pastor. The anticipated time frame for the interim position is an estimated 3 to 12 months and the church is intentionally seeking an interim who will not be interested in the permanent position. The church elder board desires for the church to continue in its growth, mission, and outreach throughout the transitional period.

**Church Office (Mailing/Shipping Address)**

3002 Northridge Court  
Hays, KS 67601  
(785) 628-8887

**Church Building Location**

3000 Oak Street  
Hays, KS 67601

# Interim Lead Pastor Job Announcement

**Position:** Interim Lead Pastor  
**Reports To:** NOCC Elder Board  
**Posting Date:** May 2019  
**Fill date:** August 2019

## Position Available

North Oak Community Church (NOCC) in Hays, KS is seeking a full-time temporary interim for the lead pastor position.

## Job Description

The Interim Lead Pastor serves the church family through leadership, communication, pastoral care, and pulpit supply. The primary purpose of the temporary interim position is to help lead the church through the transitional period of identifying and calling a new permanent lead pastor. The Interim Lead Pastor is the team leader for the church staff and is accountable to the Elders as a leader among equals.

## Qualifications

- Bachelor's, Master's, or Doctorate from a recognized evangelical seminary.
- Minimum 10 years of experience in a pastoral role
- Experience and/or training in church succession planning
- Interest in the temporary interim position only
- A vibrant, mature, and growing walk with Jesus Christ, displaying the qualities of an Elder as described in 1 Timothy 3:1-6 and Titus 1:6-9.
- Complete, unreserved agreement with the NOCC Constitution and Doctrinal Statement, Vision Statement, and Core Values.

## Appointment Date and Term

- Preferred start date of August 1, 2019
- Possible start date prior or after depending on availability
- Estimated term of 3 to 12 months depending on the permanent Lead Pastor search and hire process

## Salary and Benefits

- Salary dependent upon qualifications with an estimated annual salary of \$40,000 to \$60,000
- Health benefit available through church QSEHRA and retirement benefit through GuideStone
- Housing assistance

## Application Process

- To apply for this position, applicants should submit the following materials: (a) letter of interest, (b) resume, and (c) three names and contact information of references.
- Application Deadline: June 15, 2019
- Send applications documents via electronic or hard copy to:
  - Kim Lanning, NOCC Administrative Assistant  
3002 Northridge Court  
Hays, KS 67601  
nocc@northoak.net

## Position Contact

- For questions, please contact Kenny Rigler, NOCC Elder, at (785) 656-0272 or mrrigler@gmail.com

**Church Profile**  
(for more information see <http://www.northoak.net>)

**A. Affiliation**

Mennonite Brethren: <http://www.usmb.org/>

**B. Church Statistics**

Date founded - 1978

Members 273  
 Attenders 296  
 Total Church Family 569

Average Worship Attendance: 303

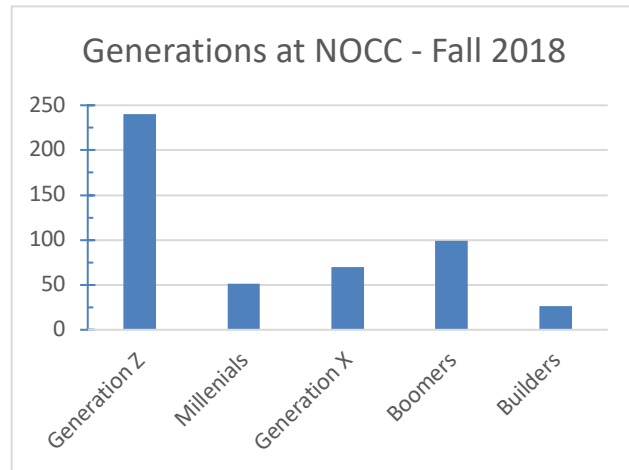
Previous Year: 308

Average Sunday School Attendance: **Ages 2–Grade 5**..... 119  
**6<sup>th</sup> Grade-12<sup>th</sup> Grade** ..... 44  
**Adult**..... 88

**C. Demographics Study August 2018**

Total 486

Generation	Ages	8/31/2018	Percentile
Generation Z	0-28	240	49%
Millenials	29-38	51	10%
Generation X	39-53	70	14%
Boomers	54-72	99	20%
Builders	73+	26	5%



**D. Finance**

1. Budget for the past three years:\*

FY2017	FY2018	FY2019
\$613,412	\$564,722	\$592,002

\*Note: In 2017 we were able to pay off our church mortgage, which represents the significant budget decrease in FY2018. In FY2019, we added a budget line to fund a future building project.

## 2. Budget Partitions for FY2019:

<b>Item</b>	<b>Subtotal</b>	<b>Percent</b>
Personnel	\$371,191	63%
Outreach	\$88,020	15%
Children & Youth	\$31,950	5%
Family & Adults	\$15,050	3%
Physical Plant	\$69,952	12%
Office Expenses	\$15,839	3%
Building Mortgage	\$0	0%
<b>Total</b>	<b>\$592,002</b>	<b>100%</b>

**E. Current Staff** (<https://www.northoak.net/about-us/>)

## Full Time Staff

Lead Pastor  
 Associate Pastor  
 Youth Pastor  
 Children's Ministry Director  
 Office Manager

## Part Time Staff

Office Assistant  
 Custodian  
 Nursery Coordinator

**F. North Oak Community Church Links**

Church Website

<https://www.northoak.net/>

Who are we?

<https://www.northoak.net/about-us/>

What we believe.

US Mennonite Brethren Confession of Faith

General: <https://usmb.org/what-we-believe/>Detailed: <https://usmb.org/confession-of-faith-4/>

What is Mennonite Brethren?

<https://usmb.org/beliefs/>

# North Oak Ministry Teams 2018-2019

## MODERATOR

-Brent Goertzen

## CHURCH CLERK

-Jill Goertzen

## ELDERS

-Brent Goertzen, chair  
 -Dave Buller  
 -J.B. Burkholder  
 -Ken Ediger  
 -Rich Matzke  
 -Jeff Neher  
 -Kenny Rigler  
 -Terry Weeks

## DEACONS/DEACONESSES

-Justin Greenleaf, chair  
 -Jeremy Burkholder  
 -David Clingan  
 -Sharon Graham  
 -Debbie Hibbs  
 -Brian Rohr  
 -Karen Wasinger  
 -Ross Wilson

## ASSIMILATION TEAM

-Pastor Dave Buller, elder/chair  
 -Sharon Graham, deaconess  
 -Jan Burkholder  
 -Mary Ann Coyne  
 -Rachel Ediger, college students  
 -Dwight Vanderlip, Usher Coordinator  
 -Jenni Wittkom  
 -Lanee Young

## BUILDINGS/GROUNDS

-Brian Rohr, deacon/chair  
 -Justin Greenleaf, deacon  
 -Keith Conner  
 -Paul Florquist  
 -Dale Kisner  
 -Steven LeClerc  
 -Tom Noone  
 -Michael Stremel  
 -Gary Timken, secretary  
 -Will Weeks

## CARE TEAM

-Carol Spalsbury, Compassion chr  
 -Julia Kuntz, Fellowship chair  
 -Debbie Hibbs, deaconess  
 -Jessica Clingan, Meal Coordinator  
 -Dana Cunningham, Finances  
 -Paula Martin, Funeral coordinator  
 -John Ross, Finances  
 -Carolyn States, Finances

## EQUIPPING TEAM

### ADULTS

-Brent Goertzen, chair  
 -Pastor Dave Buller, elder  
 -Brett & Genell Albert  
 -Emily Buller  
 -Pat Coyne  
 -Darrell & Michele Eiland  
 -Kurt & Paula Martin

### CHILDREN

-Karen Rigler, Chair, Director  
 -Rich Matzke, Elder  
 -Kumers, Children's Church  
 -Aura Davis, HFL  
 -Brandy Burkholder, Nursery  
 -Sarah Schaeffer, Nursery  
 -Stephanie Burkholder, SS Dir  
 -Nikki Muench, VBS  
 -Pam Schmidtberger

### YOUTH

-Pastor Jeff Neher, elder  
 -Ross Wilson, deacon  
 -Jessica Clingan  
 -Meagan Englert  
 -Derek Erbert  
 -Eryn Johannes  
 -Zoe Martin  
 -Darrick Mazour  
 -Brandon Nimz  
 -Bryan Noone  
 -Tim Schmidtberger  
 -Aaron & Joy Thomas  
 -Mason Wellbrock

## FINANCE TEAM

-Art Spalsbury, chair  
 -Kenny Rigler, elder  
 -Ross Wilson, deacon  
 -Eric Austin, member  
 -Bev Brungardt, member  
 -Mike Burkholder, bookkeeper  
 -Pat Coyne, member  
 -Jenni Stringham, treasurer

## GLOBAL OUTREACH TEAM

-Lanee Young, chair  
 -Pastor Ken Ediger, elder  
 -Travis & Shelly Keller  
 -Nina McNeal, mission notebook  
 -Mark Thowe

## LOCAL OUTREACH TEAM (SOZO)

-Dustin & Sheila Rupke, chair  
 -Jeremy Burkholder, deacon  
 -Bryan Noone

## SPIRITUAL LIFE TEAM

-Pastor Dave Buller, elder  
 -Jenni Wittkom, prayer chain  
 -Will Fadenrecht

## WORSHIP MINISTRY TEAM

-Normadine Noone, chair  
 -Pastor Ken Ediger, elder  
 -Lori Balzer  
 -Pastor Dave Buller, elder  
 -Joan Crull  
 -Sharon Graham, deaconess  
 -Kenny Rigler, elder

## MEN'S MINISTRY TEAM

-Keith Brungardt, chair  
 -Justin Greenleaf, deacon/chair  
 -Pastor Dave Buller, elder  
 -J.B. Burkholder, elder  
 -Brian Rohr, deacon

## WOMEN'S MINISTRY TEAM

-Amy Rohr, *chair/contact*  
 -Karen Wasinger, deacon  
 -Emily Buller  
 -JoLeen Cunningham  
 -Rita Kofoid  
 -Dot LeClerc  
 -Paula Martin  
 -Sandi May  
 -Kara Olmstead

## SAFETY TEAM

-Aaron Larson, chair  
 -David Clingan, deacon  
 -J.B. Burkholder, elder  
 -Chad Maier  
 -Dwight Vanderlip  
 -Will Weeks

# Community Profile Ellis County & Hays City, KS

## U.S. Census Data (2014 & 2015)

### Population Demographics for Ellis County, KS

<https://suburbanstats.org/population/kansas/how-many-people-live-in-ellis-county>

### Population Demographics for Hays, KS

<https://suburbanstats.org/population/kansas/how-many-people-live-in-hays>

## Hays, Kansas (67601) Profile

Population, maps, real estate, averages, homes, statistics, relocation, travel, jobs, hospitals, schools, crime, moving, houses, news, etc.

<http://www.city-data.com/city/Hays-Kansas.html>

## Links

- Hays Daily News Newspaper: <http://www.hdnews.net/>
- Hays Post <https://www.hayspost.com/>
- Fort Hays State University: <http://www.fhsu.edu/>
- Hays Convention and Visitors Bureau: <http://www.haysusa.net/>
- Hays Public Schools: <http://www.hays489.k12.ks.us/>
- N. Central KS Tech. College /Hays Campus <https://www.ncktc.edu/hays-campus/>
- Hays Medical Center: <http://haysmed.com>
- Ellis County Government <http://www.elliscountycolorado.gov/>
- Hays City Government <http://www.haysusa.com/>