

LOVE
WHAT
YOU DO.



LAKE NORMAN BAPTIST CHURCH
DIRECTOR OF MINISTRIES AND OPERATIONS
JOB PROFILE



**CONNECTED.
RESULTS-DRIVEN.
BEST IN CLASS.**



THE LAKE NORMAN BAPTIST STORY

Lake Norman Baptist (LNB, LKN Baptist) was planted in 1980 as a mission of First Baptist Huntersville. It began in a small facility on the lake and moved to its current location in 1983. In the first two decades, the church steadily grew to around 400 members, expanded the facility, and became established as a visible presence in the heart of a growing community.

From 2000-2010, LNB experienced a great season of vitality and expanding impact. Weekly attendance grew to 1,000 people and the campus was expanded twice to create additional ministry capacity. The community of Lake Norman (LKN) was also booming, nearly doubling in population and rapidly changing from a farming community north of Charlotte to a modern suburb with a lakeside vibe.

The following decade presented new challenges for LKN Baptist. The community was changing fast, and leadership struggled to adjust to the dynamics of a larger congregation and a community that was becoming less traditional Bible-belt and more religiously, culturally, and ethnically diverse. By 2021, weekly attendance had declined to around 250, and the senior pastor of 24 years retired. In the last few years of his ministry, an elder council was formed to help address the church's challenges and provide new leadership toward a revitalized future.

In 2022, LNB called a new lead pastor and began a season of new beginnings. The elders, staff, key leaders, and the congregation started building a fresh, outward-focused vision for re-engaging the community with the love of Jesus. They took a fresh look at the current demographics of LKN, the most pressing needs of individuals and families, and opportunities for the church to establish a new relationship with the community. They also studied the outward-focused ministry of Jesus and introduced new mission and vision language reflecting the ways Jesus met needs and made disciples.

In February 2023, a new mission and vision were introduced under the banner of "For Lake Norman" (4LKN), along with a three-year strategic focus. Over the year, they took early steps in establishing the new vision and began making plans for major ministry and campus investments in 2024-26. In February 2024, they took another step forward by introducing a vision campaign to accelerate ministry impact and fund the needed investments in outreach, discipleship, and infrastructure.

In the last two years, weekly attendance has grown to around 400 with many new young families in particular. The LNB family is experiencing new health, energy, and a missional focus.

LAKE NORMAN BAPTIST CHURCH

MISSION

Bringing healing, connection, and purpose to people all around Lake Norman through the love of Jesus.

VISION

To see people in the communities of Lake Norman:

- + **GETTING HEALTHIER** by overcoming mental, emotional, and physical challenges on their way to discovering spiritual health by receiving the love of Jesus
- + **GETTING BETTER CONNECTED** to their families, friends, and community as they find a connection with God through following Jesus
- + **FINDING THEIR PURPOSE** by discovering and embracing their unique identity, abilities, opportunities, and calling as people created to show God's love to others
- + **POINTING TO THE LOVE OF JESUS** as they experience the healing, connection, and purpose he came to bring

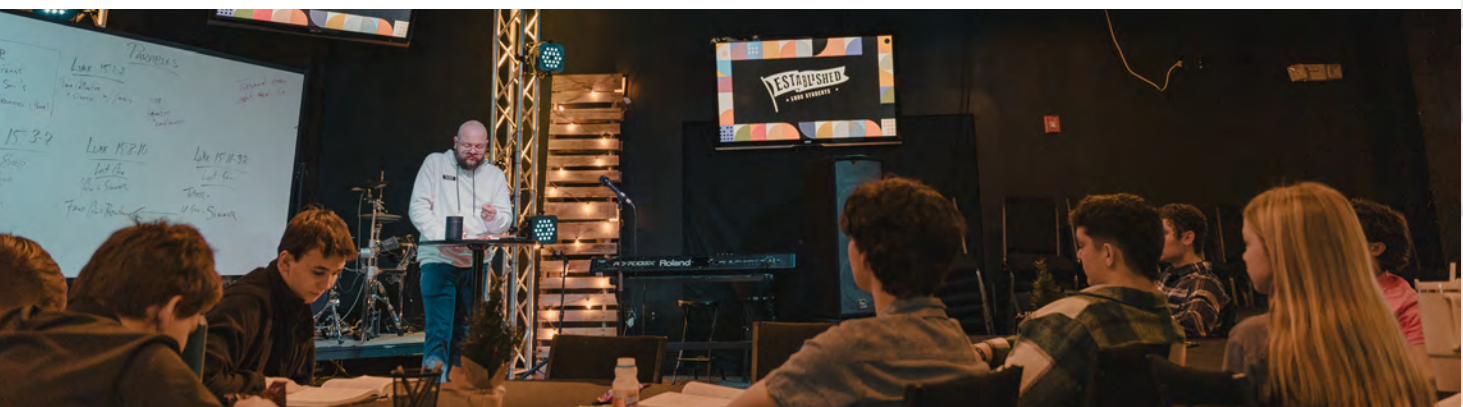


JOB SUMMARY

The Director of Ministries and Operations will serve as the number two leader alongside the Lead Pastor. He or she will be responsible for implementing the vision and strategic plan, overseeing all departments, and ensuring the missional alignment of all church efforts.

ESSENTIAL DUTIES & RESPONSIBILITIES

- + Lead the ministry, operations, and communications departments in the effective pursuit of the mission, vision, and goals
- + Develop a healthy and capable staff team by providing clear and steady direction, support, and accountability
- + Drive strategic initiatives that promote the church and staff health and ministry effectiveness (e.g. staff and volunteer development, capital campaigns, new systems and processes, etc)
- + Work with the staff and finance team to align the annual budget with the strategic plan, and ensure the short and long-term financial health of the church
- + Continually identify, and resolve issues that pose a threat to the health of the church or the impact of the mission and vision



PERSONAL PROFILE

- + Mission-minded
- + Proactive
- + Creative
- + Action-oriented
- + Problem solver
- + Consistently and timely with following up with leaders
- + Willing
- + Focused on others
- + Leads by example
- + Positive and has a good attitude
- + Able to bring ideas to the table
- + Patient listener
- + Team player
- + Loves people and God genuinely
- + Has a heart for ministry
- + Appropriately vulnerable and transparent
- + Characterized by grace and truth
- + Leader
- + Integrator
- + Problem-solver
- + Facilitator
- + Recruiter
- + Developer
- + Team-builder
- + Strategic planner
- + Intuitive
- + Vision-driven



Lake Norman, NC

Settled on the shoreline of the beautiful Lake Norman, our lake towns offer the perfect opportunity for both visitors and newcomers to enjoy the calm, lakeside lifestyle of Cornelius and Mooresville, the small-town college charm of Davidson, and the liveliness of Huntersville with its abundant shopping and recreational facilities. Several more small towns can be found around Lake Norman as there are four counties that encompass the 520 miles of shoreline including Iredell County, Catawba County, Mecklenburg County, and Lincoln County.

Lake Norman, located just outside of Charlotte, provides residents in the area with a traditional setting with plenty of room for growth. The lake is home to the land where the Catawba Indians once walked, and the early European settlers made their stand. Today, it is home to vibrant business parks and retail centers. New neighborhoods have emerged, and families have relocated to the region, making Lake Norman one of the fastest-growing areas in the country!

We love what we do!

Group ONE39 is a transformational recruiting firm and leadership organization. We transform churches and ministries by delivering best in class talent and we help leaders increase their capacity for growth and reach. We create this transformation through established propriety interviewing systems, assessments, and simple memorable tools to help leaders understand themselves and connect well with others.

Our vision is transformation & our mission is

Transforming people + organizations

Values



Fun

We will laugh hard and often.



Generosity

We will give and not take.



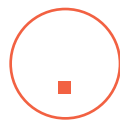
Integrity

We will be the same in public and private.



Team

We are better together.



Simple

Complexity is the enemy of growth.