



LIBERTY HEIGHTS

Next Steps Director

THE OPPORTUNITY

Liberty Heights Church is a large and thriving Southern Baptist Church located in the suburbs of Northern Cincinnati. The church has three locations, with one primary sending Campus plus two nearby satellite campuses, all with live teaching. Each of these multi-generational congregations are located in communities that are growing rapidly with young families. In addition, the church has launched two mission-campus ministries (Hispanic service at Sending Campus and Inner-City ministry serving a high-need community). Mission and service exist at the center of Liberty Heights' ministry vision.

Liberty Heights is governed by three core values: Dependent Prayer, The Priority of Relationships (Biblical Community), The Authority & Sufficiency of Scripture. The values drive the church towards dependence on God, His Word and other Christians.

The church is contemporary in approach to worship and discipleship, and employs an expository teaching style. They place a great emphasis on transformational application through a deeper understanding of how the affections of our hearts drive one's behavior. They have a clear discipleship strategy that flows from preschool to adulthood and is executed through both large and small groups.

The Liberty Twp. campus (Sending Campus) has an average Sunday morning attendance of 750 people. After sending out members to be part of other campus launches, they currently have one worship service with the plans to grow into two services again in 2023. Nearly 10 years ago, Liberty Heights replaced an aging Sunday School ministry with a small group model. Most groups gather weekly to participate in a sermon discussion that empowers them to "put legs under last week's sermon." Despite recent struggles to recruit new leaders and effectively launch new groups, Liberty Heights remains committed to a discipleship model that places a high value on the priority of Biblical community.

THE COMMUNITY

Liberty Twp, Ohio is a fast growing, conservative leaning community that was considered a rural suburb just 25 years ago but has seen tremendous middle-to-upper class growth in recent years. The area tends to be highly educated, white collar, and affluent. Proctor & Gamble and General Electric are headquartered in the Cincinnati area and engineers and executives make up a large part of the local community bringing diversity to the area. The area surrounding all three campuses is home to several of the largest school districts within the state. The Cincinnati area is also home to a huge community of those practicing the Catholic faith but has experienced a rapid rise in evangelical church growth over the past two decades. Cincinnati has been named a Send City by the North American Mission Board and has a strong presence of church plants in the local area.

THE CANDIDATE

The Next Steps Director will oversee all aspects of assimilation with the greatest focus being on strengthening the Small Group ministry. The assimilation process at Liberty Heights begins with the Guest Services ministry that welcomes visitors and members to church each Sunday morning. They will help new people connect to Small Groups and opportunities to serve on local community outreach teams.

The ideal candidate needs to be a vibrant recruiter/developer/coach for small group leaders and have a keen eye for details to run a smooth Guest Services process. They must be a leader of teams and a developer of people. They must be relational but not at the expense of being adept at building and managing systems and structure. Candidates that have the ability to communicate from a large stage are highly valued.

THE QUALIFICATIONS

- College degree with Biblical training preferred.
- Candidates with biblical counseling training are highly valued.
- Mid to large church experience with a track record of being a team builder.
- Candidates do not necessarily need to be ordained pastors but pastoral experience is an advantage.

- The church is loosely Reformed but candidates should be moderate in this area.
- Emphasis on candidates who are not currently enrolled in school or have plans to go back to school in the near future (as the role will require immediately getting up to speed).
- Huge emphasis to have experience in Bible teaching church with a high view of Scripture.

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