



**CHEMISTRY**  
STAFFING

# CHURCH & CANDIDATE PROFILE

**SENIOR PASTOR**  
Turning Point Church  
Bonita Springs, Florida

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## Population of City

55K

## Population of County

790K

## Community Overview

Bonita Springs is a beach community with a small-town feel in a city landscape. We are located between Naples and Ft. Myers. The community is a mixture of Caucasian and Hispanic cultures. While this is primarily a retirement area, the last several years have seen significant growth in the population of younger families.

## Why People Like Living Here

When you think of Florida, you think of great weather year-round. With abundant sunshine and easy access to the beach, people love the option for the great outdoors. Riverside Park hosts many art shows, concerts, and festivals throughout the entire year. The community continues to grow, which means there is always a new experience opening up around Bonita Springs. Some of the area amenities include:

- Bonita Beach
- Riverside Park
- Easy access to Naples, Estero, and Ft Myers
- Corkscrew Estuary
- Fishing
- Variety of Restaurants
- MLB Baseball Spring Training

## Church History

From September 2015 to August 2019 we met as a portable church in the Bonita Springs Middle School. In August 2019, we moved as a portable church to Bonita Springs High School in hopes of growth in a larger facility. When the COVID changes started in March 2020, we were forced to go online only. We were strictly an online church for the remainder of 2020. In January 2021, we were able to rent a building of our own, and we are still there. Today, Turning Point Church is a family-friendly church that reaches multiple generations both in-person and online. We have a strong passion for outreach locally and globally and a reputation in our community that embraces that.

## Mission, Vision and Values

- Our Vision

"To help people experience a life-changing relationship through Jesus Christ."

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We believe that a person who is experiencing a life-changing relationship through Jesus Christ will:

- Know God. “[I pray]... that you may know Him better [personally].” Ephesians 1:17–18
- Find Freedom. [I pray]... that the eyes of your heart may be enlightened [focused and clear].” Ephesians 1:17–18
- Discover Purpose. “[I pray]... that you may know the hope to which He has called you.” Ephesians 1:17–18
- Make A Difference. “[I pray]... that you may grasp the immensity of this glorious way of life He has for His followers [in his holy people].” Ephesians 1:17–18

## **Average Weekend Attendance**

75-100

## **Overview of Weekly Worship Gathering**

We have a single service on Sunday morning at 10:00 AM. It has contemporary music and Scripture-based messages. People like the messages, informal setting, passionate preaching, and Kid’s ministry.

## **Worship Style of Your Church**

Turning Point’s worship style is best described as contemporary worship. We use music from churches/artists such as Bethel, Hillsong, Elevation, Red Rocks Worship, Phil Wickham and UpperRoom. Most of the music is current or released within the last couple of years, however sometimes we will arrange hymns into the contemporary worship if appropriate.. In preparing for the week’s worship, the focus is to facilitate a meaningful experience through authentic worship. Songs are chosen with focus on praise for what God has done and continues to do, recognition that we are broken and have fallen short and are in need of a Savior, praise and thanksgiving for Jesus’ love, sacrifice honoring the risen King.

## **Tell Us About Your Facility**

We lease a 7,000 sq ft building that was built in 1998. It used to host three separate companies, so it is a great setup for the kid’s ministry and a separate area for the auditorium. The auditorium can seat up to 125 with current seating. The auditorium has a main floor for the stage, seating, and tech booth with an upstairs loft. The loft area has three TV’s to make viewing easy from the back side of the loft.

## **Overall Budget (this fiscal year)**

Using a conservative approach, for 2023 we are currently using a basic fixed cost budget to be reviewed as the year progresses and we understand better what our revenue looks like in this transition. Our budget for 2023 amount is around \$400K. This will be reviewed mid-year and adjusted based on the current revenue/expense picture.

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## **Overall Long-Term Debt of the Church**

We have a small loan from Landmark association taken at time of planting. The church was encouraged to take the loan at startup to front load the available funds so we could purchase what was necessary and do ministry well from day one.

## **Denominational Affiliation and/or other Partnerships**

Non-denominational but loosely associated with General Baptists

## **Governance & Polity**

Leadership team of four, chaired by senior/founding pastor, is charged with protecting the vision of the church.

## **Current Paid Staffing Level**

Full time

- Senior Pastor
- Worship Leader
- Children's Ministry Leader

Part Time

- Operational Director
- Social Media Resource

## **Major Ministries of the Church:**

- Children's Ministry – We have three different age groups. Nursery (newborn – 2.5 years), preschool (2.5 years – CPK), elementary (K-5).
- Youth Group – 6th – 12th
- The Gathering – Throughout the year, we meet for six-week timeframes. Various topics are discussed, as well as a meal and community building. This is a staff led gathering.
- Men's Bible Study – Meet weekly
- Women's Bible Study – Meet weekly

## **Outreach Programs Overview**

.TPC has a heart for outreach in Southwest Florida. There are three corporations that we partner with.

- New Horizons: The purpose of their business is to provide after-school care, tutoring, and devotionals for low-income families. Monday through Thursday each week during the school year, volunteers from TPC go to New Horizons to provide tutoring for up to 65 kids. On a monthly basis, we distribute a mobile pantry to a low-income area of the Bonita Springs community providing food and prayer with each family. The food is the connection to get into the community, the prayer and a relationship is the ultimate goal. 99% of the families provide prayer requests and are willing to pray with us on a monthly basis.

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- Pregnancy Resource Center of Naples is a partner of Turning Point Church. PRC is a Christian based organization providing Intervention, Intercession, Education and Integration..
- Better Together of Naples: The goal of Better Together is to keep families together and children out of foster care. In addition to financial support, members of the congregation are trained to host small children while mothers are coached to support themselves. Other congregants are trained to be mentors to mothers of small children. Since 2015, Better Together served more than 3,000 children and 34,000 job seekers through two highly successful programs: Better Families and Better Jobs. By empowering people who truly want to help themselves, Better Together is poised to prevent child abuse and neglect before it happens and match employers to employees who simply need a hand up or second chance.

## **In the most generic sense, how would you describe your church theologically?**

An evangelical church that is Christ-centered and in alignment with historical Christianity.

## **Published Theological Statement**

- About the Bible | We believe the Bible is inspired by God and that His Spirit directed men to write His words; therefore, we believe that it contains no errors. (See 2 Timothy 3:15-17; 1 Thessalonians 2:13; 2 Peter 1:21)
- About God | We believe that there is only one God who exists in three distinct persons: God the Father, God the Son and God the Holy Spirit. (See Deuteronomy 6:4; Isaiah 43:10-11; Matthew 28:19; Luke 3:22)
- About Jesus | We believe that Jesus was born of the Virgin Mary, that he is both God and man, that he never sinned, and that he performed miracles. Jesus died, was buried and rose from the dead so that sins can be forgiven. Jesus is now with the Father in heaven but will someday return to earth in power and glory. (See John 1:1; Philippians 2:5-6; Luke 1:26-38; Hebrews 7:26; Acts 2:22; 1 Corinthians 15:3; Matthew 28:6; Acts 1:9-11)
- About the Holy Spirit | We believe that the Holy Spirit indwells every Christian and that He provides the power for living a life that pleases God. The Holy Spirit guides the believer to what is true and strengthens him to resist what is not from God. The Holy Spirit gives every believer spiritual gifts for the building up of the church. We are filled by the Holy Spirit when we yield to God's authority in our life and ask Him to fill us. (See Romans 12:1-2; 1 Thessalonians 5:23; Hebrews 13:12; Luke 24:49; Acts 1:4, 8; 1 Corinthians 12:1-13; Ephesians 5:18)
- About Mankind | We believe that all people are created in the image of God to have fellowship with Him but became alienated in that relationship through sin, rebelling against God's will. Therefore, a person is incapable of regaining a right relationship with God through his or her own effort alone. (See Genesis 1:27; Romans 3:23; Galatians 3:22; Ephesians 2:8-9)
- About Salvation | We believe that the blood of Jesus Christ provides the sole basis for the forgiveness of sin. Therefore, only those who place their faith in Jesus's sacrifice on the cross will be saved. When a person believes in Jesus, God--the Holy Spirit gives that person a brand new life--he or she is born anew. (See Luke 24:47; John 3:3; Romans 10:13-15; Ephesians 2:8; Galatians 4:6)

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- About the Christian Life | We believe that all Christians should live for Christ and not for themselves. By obeying God's commands as found in the Bible and by yielding daily to the Spirit of God, every believer should mature and be conformed to the likeness of Jesus Christ. (See Philippians 1:20-26; John 14:23-24; Romans 12:1-3)
- About Eternity | We believe that those who have placed their faith in Jesus Christ will live eternally with God, and that those who have not placed their faith in Jesus will live eternally without God. (See Matthew 25:46; Mark 9:43-48; Revelation 19:20; Revelation 20:1-15; Revelation 21:8)
- About the Church | We believe that the Church is the body of Christ, of which Jesus Christ is the head. The members of the Church are those who have placed their faith in Jesus's; sacrifice on the cross. The purpose of the Church is to glorify God by loving Him and by making Him known to the lost world. (See Ephesians 1:22-23; Colossians 1:18; Matthew 28:18-20)
- About Water Baptism | We believe that baptism by immersion symbolizes the death, burial, and resurrection of Jesus and is your public declaration that you have accepted Jesus Christ as your personal Savior. Baptism does not save you, but shows the world that you have already been saved. And while baptism is not required for salvation, it is a biblical command and demonstrates your love and obedience to Christ. (Acts 16:31-34, Matthew 28:19-20, Mark 1.9-10, 1 John 2.3, Acts 2.38-41, Acts 8.12, Acts 10.47-48, 1 Corinthians 15:3-4, Romans 6:3-5)
- About Communion| We believe that communion, or the Lord's Supper, is an ordinance given to all believers by Jesus Christ to remember his sacrifice for us and to symbolize the new covenant. The elements of bread and wine or juice are symbols of Christ's broken body and shed blood. Communion is not a means of salvation. Rather, it is an expression of a believer's faith in the atoning work of the cross. Two thousand years later, we regularly observe the act of consuming bread and wine (juice) as a community for the exact same reason—to remember our Savior, who sacrificed Himself for our sins. (Matthew 26:26-28, Acts 2:42, 1 Corinthians 11:17-34)

## **What theological hills will you die on?**

Non-negotiables:

- We are created in the image of God.
- We believe in the trinity of God; God the Father, God The Son and God The Holy Spirit.
- Man is sinfully broken and in need of a Savior.
- Jesus Christ died on the Cross for the forgiveness of my sins.
- Salvation is only in Jesus Christ.
- Jesus Christ rose from the dead and is alive today as our advocate.
- God's Word is the inspired Word of God and is where we find counsel to live our lives like Jesus.

## **Hot-Button Social/Cultural Issues for Your Church**

We believe these are consistent with the teachings of scripture:

- Marriage: God created marriage as between a husband and a wife who are in a covenant relationship rooted in Christ. That relationship is then an expression of God's love for his Church.

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- Sex: A gift of intimacy created by God between a husband and wife. Sexuality outside of God's plan of Biblical marriage is not honoring to God.
- Identity: Our identity is not rooted in our feelings or the norms of culture, rather our identity is rooted in our Creator. God created us as man or woman and has a plan and a purpose of our lives.
- Life: All life matters to God whether in the womb or on our death bed.

## **Biggest Church 'wins' in last 18 months?**

- Outreach – Growing from two to twelve volunteers for tutoring at New Horizons
- Outreach – a fully functioning food pantry serving low-income families in the town

## **Biggest Opportunity for Your Church in the Next 12 Months**

Discipleship for all ages

## **Church's Biggest Challenge for the Future**

- Growth, broadening the base of financial support to larger number of givers
- Transitioning from a church plant with the founding pastor to our next phase with a new senior pastor

## **Title of Position You Are Hiring**

Senior Pastor

## **Full Time Position?**

Yes

## **Reporting Relationship**

Reports to Leadership Team. Pastor then is responsible for additional staff

## **Goals and Expectations**

- Discipleship and development of leaders to own portions
- Growth in attendance
- Broader base of giving

## **Do you have a job description for this role?**

- Ministry Description: The Lead Pastor will provide leadership and focus to the vision of Turning Point Church.
- Bottom line: Cast vision and lead the local church well in fulfilling the mission of Jesus.

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## Spiritual Qualifications:

- An active and growing relationship with Jesus.
- Someone who maintains the highest Christian standards in personal and professional life.
- Personal qualities consistent with the scriptural requirements of an elder.
- One who agrees with the doctrinal statements of Turning Point Church.
- Someone whose family is "all in" when it comes to ministry.

## Personal Leadership:

- Active in the spiritual disciplines to grow deeper in your relationship with Christ.
- Accountability with your spouse and a designated group of overseers.
- Lead the way when it comes to the key areas of the church; generosity, reaching the lost, Biblical community, serving others and missional outreach.

## Ministry Qualifications:

- A heartbeat for reaching and engaging those who don't know Christ.
- Passionate about helping Jesus followers engage missionally both locally and globally.
- Great oral communication skills with those who know Christ and who are seeking Christ.
- Someone who teaches God's Word with authority, authenticity, and for life application.
- Strategic thinker and planner with strong follow-through skills.
- Experience in recruiting, developing, and deploying leaders.
- Gifted in the areas of leadership, and teaching.
- Strong interpersonal skills including openness, authenticity, and integrity in relationships.
- Personable, humble, and approachable.
- Someone who is good at interacting and connecting with multiple generations.
- A college degree or equal equivalent in ministry experience.

## Primary areas of focus:

- Teach Gospel Centric messages that engage people and lead them closer to Christ.
- Provide clear day-to-day spiritual and directional leadership to the church and it's staff.
- Cast a clear and compelling vision that challenges people to know and follow Christ in their personal lives and collectively as the church.
- Leading the church to engage in mission both locally and globally.

## Vision/The Executive Leadership Team (XLT):

- Cast the vision, communicate the vision, and lead the church in that vision well.
- Connect the vision with generosity as to encourage the church to give to fulfill that vision.



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- Serve as the chair of the XLT in charting vision for the team and for the church.
- Meet with the XLT monthly to continue to guide the vision of the church.
- Work with the XLT to produce the annual budget.
- Participate in an annual roundtable review of your ministry as led by the XLT.

#### Outreach:

- Consistently champion the call to serve others locally and globally.
- Continue to deepen the current relationships with our outreach partners.
- Plan and strategize new ways to reach others locally and globally with the gospel.
- Serve alongside the staff and volunteers in local and global ministry initiatives.

#### Teaching:

- Set aside time to study, pray and prepare for weekend messages and teaching series. This includes:
- Talking through the needs and the overall flow of the Sunday service with the worship director.
- Uploading ministry notes and creative elements to the worship director for Sunday's service.
- Participating in the Sunday walk through with the worship and tech teams.
- The evaluation process of what went well or needs to be changed in Sunday services.
- Develop relationships with other communicators who can be a part of an effective teaching team.
- Lead mid-week discipleship gatherings and life groups.

#### Relationships:

- Reach out to and meet with first and second-time guests.
- Circle back to guests you haven't seen or heard from recently.
- Consistently communicate with and meet with church leaders and volunteers to build relationships, to value them, and to help them take next steps in following Christ.
- Regular engagement with those who attend services, mid-week gatherings or outreach events.
- Lead by example in the area of spending time and building relationships with those who are not followers of Jesus.
- Leading those who have a deeper interest in the church through the next steps of church partnership.
- Provide counsel to those who are seeking wisdom or guidance in their lives. When necessary, recommend someone to a local counselor for longer-term Christ-centered care.

#### Church Staff:

- Meet with the TPC staff to touch base relationally, lead them spiritually and to chart the course for the next week/month of moving the ministry forward together.
- Meet with each staff member individually for a personal check in and to check in on ministry assignments and follow through.

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- Set the direction with the staff for what communications need to go out via email, social media, and one on one in regards to upcoming events, ministries or connection points.
- Lead annual reviews for church staff.

## **Educational Preferences**

College degree or equivalent ministry experience

## **Age Vs. Experience**

- Not first assignment
- Experience in pastoral experiences

## **Denominational Affiliation**

We are non-denominational with General Baptist roots

## **What skills are you looking for specifically?**

- Someone who teaches God's word with authority, authenticity and for life application
- Experience in recruiting, developing, and deploying leaders
- Strong interpersonal skills, open, ethical, and integrity in relationships
- Someone who is good at interacting and connecting with multiple generations
- Non-pretentious
- Bilingual if possible (for outreach)

## **What technical abilities (if any) are required?**

The most immediate requirements of a new pastor would be Planning Center and Social Media Skills. The technology that is used at Turning Point is Pro Presenter, Multi-Tracks (click tracks), ShowXPress (light program), Restream and OBS (livestream). It is helpful for the pastor to be comfortable with turning on equipment (directions are documented) and having some baseline knowledge in Pro Presenter as this is our Sunday morning presentation software.

## **Equipper or Doer?**

No preference, both are important

## **Attractional vs. Missional**

Missional is the primary focus.

## **Budget Area Supervision**

Entire budget, staff members could assume some responsibility for their respective portion

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## **Personal Characteristics Desired**

Authentic, ethical, good interpersonal skills, leader, good communicator, trustworthy, sense of humor

## **What would immediately disqualify someone?**

- Progressive theology. This would be defined as an erosion of what has been historically accepted as the basis for Christianity, that Jesus is THE Truth. Instead, progressive theology says I can choose my truth.
- A position where women did not serve in ministry.
- Strong political messages and endorsements of candidates from the pulpit.
- The prosperity gospel where God desires for all of his people to be wealthy and healthy. And if you are not, then there is something wrong with your relationship with Jesus.

## **Urgency**

8-9 (Our current senior pastor's last Sunday is Easter, 2023, as he and his family have felt the calling to return to the mission field in Costa Rica, and are being supported in this endeavor by Turning Point Church.)

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## **Public Job Posting**

### **Senior Pastor**

### **Turning Point Church**

### **Bonita Springs, Florida**

Turning Point Church in Bonita Springs, Florida, has a vision to help people experience a life changing relationship through Jesus Christ. They are looking for a Senior Pastor to join their team. This person will provide leadership and focus to the vision of Turning Point Church, as well as cast vision and lead the local church well in fulfilling the mission of Jesus.

### **What you'll be doing:**

- Teaching Gospel-centric messages that engage people and lead them closer to Christ.
- Providing clear day-to-day spiritual and directional leadership to the church and its staff.
- Casting a clear and compelling vision that challenges people to know and follow Christ in their personal lives and collectively as the church.
- Leading the church to engage in mission both locally and globally.

### **What skills you need to have:**

- An active and growing relationship with Jesus.
- Passionate about helping Jesus followers engage missionally both locally and globally.
- Great oral communication skills with those who know Christ and who are seeking Christ.
- Someone who teaches God's Word with authority, authenticity, and for life application.
- Strategic thinker and planner with strong follow-through skills.

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