

Pastoral Search Profile
Northlake Assembly of God
2632 Sunset Rd. Charlotte, NC 28216

Church Overview

Northlake Assembly of God is a Spirit-filled, growing church in the Charlotte area with a heart for reaching people, strengthening families, and impacting our surrounding community. Our congregation reflects increasing cultural diversity, and we are seeking leadership that will both honor our foundation and move us forward with clarity and conviction.

Pastoral Summary

We are seeking a lead pastor who is spiritually bold, relationally grounded, and strategically minded. This individual will shepherd our congregation, lead with vision, and actively engage the surrounding community to expand the reach of the Gospel.

This is a mission-driven leadership opportunity for someone ready to build, disciple, and lead. It is not simply a maintenance role.

Core Priorities

As we follow God's leading for our next Pastor, we are seeking candidates who share and embody the following priorities:

1. Biblical & Spirit-Led Leadership

- Prioritizes Communion as a meaningful and consistent part of church life
- Operates in courageous, Spirit-led preaching that is grounded in Scripture
- Is sensitive to and willing to speak with prophetic vision
- Demonstrates a clear heart for salvation, regularly calling people to faith in Christ

2. Preaching & Teaching

- Has a defined and effective preaching style that is both biblically sound and culturally relevant
- Communicates with clarity, conviction, and practical application
- Has an ability to reach both long-time believers and those new to faith

3. Local Engagement

- Willing to live within or near the church's community, not commute from a distance
- Brings a clear, actionable strategy for reaching surrounding neighborhoods
- Prioritizes outreach as a core function and not a side ministry

4. Evangelism & Growth

- Demonstrates a proactive approach to gathering and assimilating new people
- Builds systems that move people through the process of attendance to connection and then discipleship

5. Shepherding

- Values personal connection and pastoral care, including visitations
- Personally participates in care ministry or effectively delegates these responsibilities while ensuring accountability

6. Fellowship & Discipleship

- Has a clear plan for developing and sustaining opportunities for discipleship
- Understands that real growth happens beyond Sunday services
- Builds leaders who multiply groups and disciples

7. Strategic Direction

- Able to cast and execute clear, forward-looking vision
- Capable of leading the church through key decisions, including:
 - Evaluating and providing direction on a potential daycare ministry
 - Aligning ministries with long-term mission and sustainability

8. Team Leadership

- Builds, equips, and empowers leaders
- Able to lead with purpose alongside others without dictating
- Creates structure without stifling Spirit-led movement

9. Family & Stage of Life

- Preferably younger in age and actively raising a family with children who will cooperate in the ministry and bring needed perspective to decisionmaking
- Models healthy family life and engages with the next generation

10. Multi-Cultural Mindset

- Embraces and reflects the diversity of our congregation and community
- Able to lead across cultural lines with authenticity and unity

Northlake Assembly of God is looking for more than a preacher. We are seeking a shepherd and servant-leader who will plant roots in our community, lead with conviction, and help us reach people who are not yet part of the Northlake family.