



**Senior Pastor Opportunity Profile**  
**New Hope Presbyterian Church**  
Fort Myers, Florida

[New Hope Presbyterian Church](#) in Fort Myers, Florida, is thrilled to announce the opening for a dynamic and experienced Senior Pastor. The church seeks a visionary leader who will inspire and guide the congregation with a deep commitment to spiritual growth, community outreach, the faithful preaching of God's Word, and fostering a spirit of love and fellowship. This is an opportunity to join this church family that exists to glorify God and make disciples by living out the Gospel together.



**OVERVIEW**

New Hope Presbyterian Church was born in 2008, yet it already has faced more adversity than most churches. Originally part of Covenant Presbyterian Church (PCUSA), New Hope was planted at a time when many other churches across the country were separating from the PCUSA, in order to find a new home more closely aligned with their doctrine and values. New Hope found that home with the [Evangelical Presbyterian Church \(EPC\)](#). The fledgling congregation began meeting in a local school, transitioned to leasing a shared church building, and, as the church grew, purchased 20 acres and planned the construction of its own building. It was an exciting time of growth and energy for their first five years under the leadership of the planting pastor, Bill Stephens.

Then in October 2011, Pastor Stephens abruptly resigned, citing turmoil in his personal life, and he moved out of state. Following a period of interim leadership, Pastor Eddie Spencer became the Senior Pastor in April 2013. Where Pastor Bill was a quiet presence, known for “being steady,” Pastor Eddie was highly relational and known for his ability to connect with congregants. The church re-initiated its building program and built and paid off the financing of its current campus. In the midst of the COVID pandemic, however, Pastor Eddie also abruptly resigned, citing burnout. Thus, New Hope once again found itself mired in a challenging interim season. Since then, the ministry has stagnated, lacking the vigor it once possessed. There have been large holes and turnover in worship, students and missions staffing, and other areas of ministry have gone unattended or understaffed.

The existing staff is leading out of a place of depletion with an absence of accountability. People are being asked to do more, including leading ministries that are outside of their areas of gifting and/or passion. “Leadership vacuum” is a phrase that is used often to describe the current state

of New Hope. The incoming pastor will have an opportunity to equip, develop and empower the staff; loving them and leading them, creating a sense of “team” and achieving plans and goals. As the next pastor establishes regular staff rhythms, helps to resolve past hurts, improves collaboration and articulates clear objectives the result will be increased morale and effectiveness. The team wants to work together with purpose, but it needs leadership and guidance to do so.

New Hope’s Session is aware of these pressing needs, and in addition to working with NL Moore & Associates to facilitate the search for this new leader, they have partnered with [Beyond Survival Coaching](#). Rick Clapp is the owner and president of Beyond Survival. He specializes in bringing stability, strategy and strength to ministries and organizations, and is currently working with the staff and Session to address remedial issues in order to set up the next Senior Pastor for success.

## THE OPPORTUNITY

Within the challenges that New Hope faces, there are remarkable opportunities for growth and transformation. While acknowledging the need for change and adaptation, these opportunities offer a promising path forward.

First and foremost, the shared priorities of the congregation serve as a unifying force, providing a clear direction for expanding and improving ministries. The congregational survey conducted by NL Moore & Associates’ consultants showed that New Hope is united in their desire to reach new people, foster meaningful relationships, equip members for ministry, and bring healing to those in need. This presents an immense opportunity for New Hope to make a profound impact on its community and in its congregation.

The exceptional building and grounds of New Hope offer a tangible resource for growth and outreach. The debt-free facility, thoughtfully designed to accommodate growth, provides a welcoming space for worship and gatherings. With ample land available (the church sits on over 20 acres), the architectural plans for a student and family ministry center, including an outdoor auditorium, open up exciting possibilities for expanding ministry and engaging the community.

Despite the challenges posed by past pastor turnover, this presents an opportunity for the incoming pastor to bring stability and inspire the congregation toward a shared vision and identity. A leader gifted in strategic thinking and relational connectivity can provide the subject matter expertise, leadership mastery and genuine care this community desires.

Furthermore, the desire for high-quality teaching and preaching sets the stage for impactful ministry. New Hope has cultivated a culture where biblically-based, exegetical preaching is the norm, and the incoming pastor has an opportunity to exercise a significant teaching gift. By delivering relatable and transformative messages rooted in Scripture, the pastor can connect with a diverse range of individuals and guide them on their spiritual journeys.

Additionally, the challenge of conflict within the church presents an opportunity for healing and restoration. All churches experience varying levels of conflict. But by fostering open communication, understanding and forgiveness, New Hope can address past hurts and build a foundation of unity and collaboration. A rising tide lifts all boats, and a renewed sense of teamwork among the staff, with the incoming pastor leading the way, can bring about much needed camaraderie and energy that has been lacking.

Lastly, the desire to bridge the gap between traditional and contemporary worship styles creates an opportunity for the congregation to come together as one body, appreciating and valuing the

different expressions of worship. Through mutual respect and understanding, New Hope can create a worship environment where all members feel included and valued.

While New Hope Presbyterian Church faces various challenges, it is essential to recognize the immense opportunities for growth and transformation that exist within the congregation. By embracing these opportunities, New Hope can move forward with a renewed sense of purpose, unity, and effectiveness in its mission to love and serve the Lord and the local community.

## **THE CANDIDATE**

The ideal Senior Pastor for New Hope Presbyterian Church will possess a multitude of qualities and abilities, all aimed at nurturing a thriving Christ-centered community.

First and foremost, the ideal candidate for Senior Pastor must model authentic spiritual leadership. They will exemplify a genuine and personal relationship with Jesus Christ, embodying their faith in all aspects of life. Through their unwavering devotion, they will motivate others to follow Christ, encouraging them to cultivate their own deepening relationship with God. This Pastor will be faithful and disciplined in both personal and corporate worship and prayer, setting an example for the congregation to emulate.

Embracing the New Hope community with genuine love, this Pastor readily invites people of all stages of faith into further spiritual development and a deeper relationship with God and His people. They possess confident leadership, exuding a personal charisma that draws others in. Their bold humility is both attractive and welcoming, fostering an environment where individuals feel comfortable exploring their spirituality and growing in their faith.

The ideal Senior Pastor possesses the ability to inspirationally cast vision. Collaborating with the Session and staff, they will work to bring clarity and definition to the future of New Hope Church while building upon its existing strengths. Through strategic planning and the creation of a well-defined action plan, they will effectively communicate this vision with energy and inspiration. This leader will lovingly challenge and spur people to move from ideas to action, ensuring that messaging aligns with established pathways for participation.

Another essential attribute of the ideal Senior Pastor is the capability to develop and lead. They accomplish ministry objectives by drawing out the best from leaders, building confidence through impactful ministry in both the church and the wider community. Personally and professionally investing in core leadership, they establish trust and build genuine relationships. Recognizing the strengths of others, the ideal leader will identify opportunities to place individuals in their "sweet spot" of giftedness and ministry. Regular rhythms of equipping, support, and encouragement will be established for volunteer leaders and ministry staff. This Pastor celebrates victories, fostering a culture of appreciation and growth within the congregation.

In terms of preaching and teaching, the ideal Senior Pastor possesses the ability to deliver God's Word with personal conviction, spiritual passion, and a steadfast commitment to Biblical authority. Their messages will resonate with the realities and challenges of the current culture and real life. Adhering to reformed theology, they will engage in expository preaching, presenting the Gospel in a manner that can be understood across generations and spiritual maturity levels. Through their evangelistic inspiration, they will encourage individuals to live out their faith and actively participate in the local community. With a compassionate and engaging approach, they speak Biblical truth that leads to life change and spiritual transformation.

The ideal Senior Pastor will be a skilled communicator, employing clarity, consistency, thoughtfulness, and articulation in their interactions. Whether addressing large groups, mid-

sized gatherings, or engaging in one-on-one conversations, they will speak well and listen attentively. Their relational intelligence will allow them to discern both spoken and unspoken messages. Initiating communication within New Hope and the wider community, this leader possesses an ease in social and spiritual engagement. They will provide clear communication to the Session regarding vision casting and strategic initiatives, while also ensuring effective communication with the congregation as needed.

A crucial quality of the ideal Senior Pastor will be their relational nature. The right candidate for New Hope is personable, warm and approachable, emanating an authentic and evident care for others. Their natural charisma and winsome personality make them appealing to others, drawing people in through relationship and a welcoming posture. Energized by time spent with others, this leader genuinely enjoys getting to know people on a personal level and listening to their stories. The ideal Senior Pastor for New Hope is friendly, engaging, and possesses a good sense of humor. Building friendships both within and outside the church, they would encourage individuals on their spiritual journey.

As a capable leader, the ideal Senior Pastor will plan and implement effectively. The selected candidate will build, develop, and supervise the New Hope staff and volunteers, working in partnership with other leaders to set direction, agree on responsibilities, and establish priorities. Collaboratively planning, organizing, and setting goals for New Hope, they will identify gaps and measure the progress of ministry. With a clear understanding of the steps necessary to accomplish ministry objectives, they will follow through with their commitments.

Lastly, the ideal Senior Pastor will be experienced in the ability to assess and measure. They can and will evaluate and identify what is working at New Hope, recognizing its greatest strengths and discerning areas in need of change. By understanding best practices in ministry, they will implement effective strategies, while anticipating obstacles that the church may face in the future. A strategic leader, they will proactively plan and set goals with milestones to measure progress.

## **THE CHURCH**

New Hope Presbyterian Church stands as a beacon of faith, community, and service in the heart of Fort Myers. Stepping into this church of 850 people, it is easy to sense the care and love the congregation has for this place.

The church's commitment to worship and spiritual growth is evident in the variety of services it offers. From the traditional hymns that evoke a sense of reverence to the contemporary gatherings that inspire a more intimate and personal connection with God, each worship experience is carefully crafted to touch the hearts and souls of its congregation.

New Hope Presbyterian Church recognizes the spiritual journey is one that requires ongoing nourishment and growth. With this in mind, the church provides numerous opportunities for members to engage in Bible studies, small groups, and discipleship programs. These initiatives encourage individuals to explore the depths of their faith, fostering an environment where questions are welcomed, doubts are addressed and hearts are enriched.

New Hope desires to make an impact that extends beyond its own congregants. Guided by a steadfast commitment to service, the church actively seeks to make a difference in the community it serves. Through various ministries, it reaches out to those in need, embodying the teachings of Christ and extending a helping hand to the marginalized and vulnerable. The church's youth programs create safe spaces for young people to grow, learn, and develop their faith, while initiatives for individuals with financial, material, and counseling needs ensures that everyone feels included and valued.

New Hope also understands the importance of extending its service beyond the local community and participating in the support of the global church. By partnering with organizations and missions both near and far, the church supports ministry around the world, demonstrating its commitment to global outreach from its front doors out to the nations.

New Hope stands as a known community of believers in Fort Myers. With its regional draw, diverse worship services, and a wide range of ministries, the church aspires to be a congregation that models faith in action. Through its dedication to nurturing spiritual growth, fostering community, and making a positive impact in the name of Jesus, New Hope Presbyterian Church serves as a shining example of love, hope, and service to all who enter its doors.

## THE LOCATION

Fort Myers, Florida, is a vibrant city nestled along the Caloosahatchee River and the picturesque Gulf coastline. Its delightful climate, with over 250 sunny days a year, invites residents to enjoy outdoor activities and soak up the sun year-round. The city's rich historical and cultural heritage is showcased throughout the years, and hosts various cultural events and festivals, promoting the arts and fostering community. With a range of amenities, including shopping, restaurants, and entertainment venues, the downtown area provides a lively urban experience. The city's proximity to beautiful beaches like Fort Myers Beach and Sanibel Island enhances the quality of life, while Florida Gulf Coast University and reputable healthcare facilities contribute to education and well-being. Fort Myers offers an affordable cost of living, a friendly community, and a relaxed lifestyle that combines natural beauty, cultural richness, and a great place to call home.

## STATED PREFERENCES

- Must be a born-again believer, committed to maturing in their walk with Jesus Christ and devoted to Scripture
- Must align with the theology, doctrine and core values of the [Evangelical Presbyterian Church](#)
- Ordained or able to be ordained in the EPC as a Teaching Elder.
- Ministry Master's degree required; MDiv or DMin from an accredited, Reformed seminary.
- Ten years of experience minimum leading ministry in a church, communicating in a large group setting, and caring for the people of a church community.
- Previous experience in oversight of ministry staff and volunteers
- Highly relational and approachable
- Spiritually mature and emotionally intelligent
- Exceptional communication and organizational skills

## INQUIRY PROCESS

If after reading this description you have some interest in the Senior Pastor position at New Hope Presbyterian Church and you feel you meet the qualifications for the role, you are invited to submit the following information for consideration:

1. Your resume or CV (**in Word doc format only**)
2. Results of any personality or strengths assessments you have taken in the past three years (StrengthsFinder, DiSC, Enneagram, Myers-Briggs, etc.)

3. At least three links to video of you teaching/preaching. Please direct us to specific messages (dates and context) that you feel best represent your communication talent.
4. Five references, including one supervisor or overseer (could be a board member); two or three staff associates, with at least one from someone you have supervised; and one or two personal. NOTE: *These references will be contacted later in the process and only with your prior approval.*
5. Written responses to the following questions (**in Word doc format only**). We believe that one can learn only so much from a resume. Your responses will help us to gain a more complete picture of you and your leadership.
  1. Describe your faith in Jesus Christ. Tell us how you came to personal faith and something about your journey into ministry. How do you spiritually stay refreshed in the midst of ministry demands?
  2. What is it about the opportunity at New Hope that attracts you to this position?
  3. What are two or three of your core strengths? Please share two or three examples of situations where you used your core strengths to move forward the church or ministry you were leading.
  4. What values and experiences guide how you approach positive change in the church?
  5. What are the key factors that you believe should be present in your next church and ministry in order for you to be most effective?

Please submit your information to:

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