



Sunday Special

June 13, 2010



Regarding the Associate Pastor Search

- NOVEMBER 2009: the Elders in consultation with Gary Willett determined Job Descriptions for Next Three Hires and selected one as priority for now.
- JANUARY 2010: We developed a great process for hiring future staff and ministers in accordance with the Book of Order
- JANUARY 2010: Selected a Search Committee : Amber Bailey, Judi Stradinger, Rick Skaggs, Ron Sterk, Tom Sliffe, Mark Chinery, Dave Robinson, Pati Espenlaub, Pam Read
- Considered 11 candidates from: Kansas City (PCA; Presbyterian USA candidates; Staff Recommendation); St. Louis (Campus Crusade); Boston (EPC candidate); Alexandria, LA (EPC Candidate); London, England (EPC recommendation from Mid-America Presbytery); Orlando (Campus Crusade; Budapest, HU (Campus Crusade); Osh Kosh, WI (staff recommendation); Lawrence, KS (PCA recommendation)
- Informed the Mid-America Presbytery; communicated throughout; received consent (and have their blessing) re: our choice

Process for PASTORAL HIRING





We Value Team!

**Common Purpose
meaningful to all!**

Complementary Skills

**Mutual Accountability,
Love & Respect!**

**Common Goals &
Approach**

**Sacrificially Committed
to the work & each other**



Hiring Objectives for this job

- Come alongside Dave as a trusted partner in ministry; through counsel, wisdom, diplomacy, stabilizing help, developing ministries we've gotten off the ground, helping to ensure that CC provides excellent training for upcoming leaders.
- Lead and invest intentionally in developing Steve Bailey and Matt Looloian in ministries that reach out and disciple future leaders.
- Provide wisdom, passion, ideas and practical help for Covenant Chapel to get out of the rut we are in re: Outreach and Growth.
- Help Dave and Elders ensure quality pastoral care (weddings, funerals, hospital visits, 1-on-1 counseling)



Hiring Objectives for this job

- On a week to week basis, oversee and help those leading Operations/Communications and Children's Ministry.
- Oversee the management of our Strategic Planning and Objective Development – ensure the ongoing system of ministry planning. Help develop objectives, by ministry/staff, which are consistent with the church's vision and are a basis for performance accountability. Implement and manage processes to optimize the effectiveness and productivity of various ministries.
- Advocate for, connect to and oversee the Deacons.
- Oversee part of the Adult Discipleship Ministries (Men's Ministry and Adult Education)
- Teach an Adult Ed Class.



Doug & Amy Karst; Steven, Katie, Alan, Matthew



Doug's Role Preference

(MasterPlanning)

- **Developer / Manager** – *One who MOST ENJOYS a combination of developing ideas and maximizing them.*
- **Strong Player** – *One who MOST ENJOYS being on a winning team...but would prefer having another person take the final responsibility under heavy pressure*



Doug's DISC PATTERN

- **High Steady (DISC; Leader-Supporter)**
- **AGENT/COUNSELOR**
- **Influences others by**
 - offering understanding; friendship
 - personal relationships; practicing an “open door” policy
- **Value to the Organization**
 - supports, harmonizes, empathizes; service oriented
 - stable, predictable; wide range of friendships; good at listening to feelings



Doug's Role Preference (*L.E.A.D.*)

- **COUNSELOR**
The one who helps others embrace workable solutions to their personal problems
- **MANAGER**
The one who oversees a selected task force insuring that the work gets done and that the morale stays high
- **SPECIALIST**
The one who has the ability to perform specific and specialized tasks involving information, technical skills or aesthetics
- **SUPPORTER**
The one who helps others succeed without requiring much personal recognition in the process
- **STABILIZER**
The one who has the ability to insure that an enterprise continues in a steadfast manner
- **EVALUATOR**
The one who ensures the quality of a project and the integrity of the people involved in it



Doug's Spiritual Gifts

(Covenant Seminary Testing)

- ***Shepherding*** – Faithfully providing long-term support and nurture in an environment that encourages growth in an atmosphere of grace and truth.
- ***Encouragement*** – The desire to come along side others in the body of Christ to minister words and deeds of comfort, consolation, encouragement, and counsel in such a way to build others up and equip them for works of service.
- ***Discipleship/Coaching*** – One to one and small group discipleship and ministry training and coaching.
- ***Evangelism*** – Extensive training and experience in personal and small group evangelism.
- ***Teaching*** – Communicating timeless Biblical truth in a relevant way so that people can apply God's Word to their lives.
- ***Faith*** – *Has a burden to seek God to work in a given situation; trusting in supernatural answers when it is not apparent how God will work; moving forward even in opposition*



Education

- BS Kansas State University, Manhattan, KS
- 1987, 89, 93 Institute of Biblical Studies
24 Post-Graduate Credits (NT Survey, Apologetics, OT Survey, Soteriology, Pneumatology, Theology Proper, Church History, Doctrinal Survey, Bible Study Methods)
- 1996 Spring Semester: Agape International Cross-Cultural Training (Bakersfield, CA)
- 1998 - 2003 MA, Theological Studies, graduated cum laude Covenant Theological Seminary, St. Louis, MO



Doug Karst

- 1987- 1989: Campus Ministry training (New Staff Training with Campus Crusade for Christ) at Southwest Missouri State University, Springfield, MO
- 1989 – 1996: Senior Staff at Southwest Missouri State
- 1996 – 1998: Team Leader and Campus Director in Debrecen, Hungary Kossuth Lajos University
- 1998 – Present: St. Louis Metro Director for Bridges International
- Specialized Training:
 - Human Resource Training, Orlando, FL
 - Strategic Planning
 - Fund Raising and Resource Development
 - Short-Term Missions Leadership Experience in Ukraine, China and Hungary



Doug Karst; Church Leadership Experience

- 2001-2003: Church Leadership Team – Mid size community – First Evangelical Free Church, Manchester, MO
- 2003 – 2005: Director of college ministry, First Evangelical Free Church, Manchester, MO
- Small Group Leader
- Men's Fraternity Leader
- Summer Kids Program Teacher
- Adult Education Teacher
- Mexico City Missions Leader



Calling, Passions, Gifting

- ***Calling in Ministry*** – "God has called me to use my gifts and experience to support, encourage, and serve a team of people who are called to give leadership to the local church. My unique design of ministry experience in evangelism and discipleship, a natural heart's desire to shepherd and care for people, combined with a desire to assist and encourage those who give overall vision and direction to the church forms the qualities that make the role of associate pastor a great fit."



Passions

- **Team** – My greatest strength and passion is to be a part of a team that is moving forward by faith to accomplish God sized dreams. I believe that a team must have people of different skills & giftedness to complement one another as they work together, like-minded, united in spirit, intent on one purpose.
- **Discipleship** – Building on a foundation of relationship, content, & prayer. I want to help people grow in their faith and grow toward Christ-likeness, and take the things they know and pour them into others who will do the same.
- **Great Commission** – I want every believer to see themselves as an ambassador for Christ, active in fulfilling the Great Commission, whether with their neighbor, in their community, or by crossing another culture.
- **Partnership** – I believe that partnering with like-minded believers is a key to accomplishing all that God has called us to do in the body of Christ.
- **Good news/Good Deeds** – Service to meet the physical and emotional needs of people is an important step in gaining the platform to share the good news with them.
- **Biblical Worldview** – I want to help believers think biblically and integrate their faith into every aspect of their lives so that they are able to engage the culture around them in a relevant way.



On Who Doug Is:

“The best years of Doug’s life in ministry are ahead of him. Doug will succeed whether he stays or goes.” Dan Allen- Current boss, Area Director, Campus Crusade for Christ, St. Louis

On why Doug would be an excellent choice for an Associate Pastor position:

“You can’t teach in a classroom how to think, organize, and apply a philosophy of ministry. Doug has had a wealth of experience both domestically and internationally, as well as with all age levels in the application of the why and how of what you do in ministry. An Associate Pastor position is an excellent next step and will be an easy transition for him. Campus Crusade is not using all that Doug has to offer.” Kevin Hughes, Pastor of Contemporary Service and Mid-Size Community, First Evangelical Free Church, Manchester, MO- Doug served under him in a variety of leadership areas



On Doug's transition from para-church to church ministry:

"People who have never done anything but church ministry have a hard time seeing beyond the institution of church. Doug is not a rebel rouser but he will help the church to grow and reach the next generation. As a whole, the American church is losing an entire generation because it refuses to look outside of itself. Campus Crusade is an excellent training ground for this. As a pastor for the last 18 years most of the skills I use on a day to day basis I learned from my time with Campus Crusade. The leadership skills are transferrable and Doug has a wealth of experience to offer." Kevin Hughes



Search Committee and Elder Recommendation of Doug Karst:

On behalf of all the members of the Associate Pastor Search Committee and the Elders, I confidently recommend Doug Karst as our choice for the position. We believe that Doug is uniquely qualified in the areas we most need: specifically personal discipleship and ministry development. This job description is for an inside guy who is focused on taking the ministries we currently have and maximizing their effectiveness. Doug has had the most experience of any of our candidates in this area. We are not looking for the next up-front guy for the next mega-church. What we most need at this point is someone who can pour into the lives of our congregation and staff on a day to day basis so that we can be equipped to pour into the lives of others.

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Doug understands the power of the gospel to transform people's lives because he has lived his life bringing that reality to people. None of us would be a part of this body today if we had not had that kind of person in our lives- may of us long to have it even still. We need the kind of leader who is going to replicate leaders who will disciple others. That is how the church grew from the start and that is still the growth plan for today. Growth being one of our biggest challenges to come, we believe Doug can help us to find the best approach for Covenant Chapel. If you have further questions regarding this decision please contact one of the elders, Pastor Dave, or Amber Bailey.

