

## Excerpts from Kedrick Hirschy's Lead Pastor Questionnaire

First, I believe the local church is the hope of the world. It is God's plan A to reach the world for Christ. The idea that we get to be used by God for the greatest Mission known to man is mind-blowing. I love everything about the church. I am constantly thinking about what the church can do to grow, reach more, be more effective, simplify its systems, upgrade facilities, and the list goes on. My primary gifting is teaching/preaching and I love to create environments on Sunday morning for people to engage with Christ in a real way. I believe the local church must have top-notch weekend services for Christians to feel comfortable inviting their friends, neighbors, and co-workers. I also love developing leaders and finding talent to move the Gospel forward. Leadership hedges on developing leaders that can carry out the mission. My main role as a pastor is to equip people to do the work of ministry. This is why over 13 + years ago I decided to give my life to the local church so God can use me any way he can to grow the Kingdom!

What I want to build:

- Excellence in all we do
- A culture of integrity in all we do and say (Accountability)
- Leaders that develop other leaders and give leadership responsibilities away, not just task
- Authentic/Real/ Family atmosphere
- A culture that cares more about the staff person as a person than what they offer the church in their job role.
- Fun! (I want all my staff to say it was the best job and most fulfilling job they have ever had)
- I want to build a staff and culture that is: Relational, Relevant, Effective, Empowering, and unified.

[My wife] Natalie is a huge asset in my ministry which I consider our ministry. She loves the local church, is a great encourager, and has a remarkable story of God's hand on her life. My marriage and family comes first and as a result we get to do effective ministry together. Natalie has a passion to reach and disciple young women in the faith, kids living in drug addicted homes and people with special needs. She is not an "out front" "on the stage" type, but rather likes serving behind the scenes adding value to people's lives.

My Purpose Statement:

- (1) Bring people to faith in Christ, (2) Lead them in God-honoring worship, (3) Bond them to fellow believers,
- (4) Build them up in spiritual maturity, and (5) Direct & send them into fruitful ministry.

My Mission Statement:

To glorify God by transforming people into fully committed followers of Christ.

My leadership style is one that develops and empowers leaders to lead. Leaders that must micromanage either have an insecurity problem or have hired the wrong person. We hire leaders to lead. My leadership style is one of a visionary and helping the organization/church see a preferred future. I also desire to lead with a Christ centered attitude and mindset in everything I do at the church.

My Core Values:

1. Relational: The most important thing in life is to love God and love people
2. Relevant: The message doesn't change, but the methods of communicating it have to. The mission doesn't change, but the means of fulfilling it have to.
3. Real: To get right with God you have to get real with God.
4. Excellence: Anything I do for God is worth doing well.
5. Empowering: Membership is ownership. Most growing is done by going.
6. Effective: Healthy things grow. I gauge success by results, not activity.
7. Unified: I lead by unifying the body around scripture and model love and grace to all people.

I AM COMMITTED TO HELPING PEOPLE GROW IN *Prayer, God's Word, finding their purpose, share their faith, and sending them out to serve others.*