



Newday Adventist Church in Parker, Colorado, is seeking a new Lead Pastor.

This is an incredible opportunity for a pastor who is a passionate follower of Christ to join and lead a church community that prioritizes connecting, growing, serving, and offering a safe place to be on a spiritual journey. Newday is a spiritually healthy, well-resourced church, where we have developed systems that support an environment of gospel-centered, outward-focused, and service-oriented worship.

Our mission is to develop passionate Christ-followers who, together, love God and serve people. Our story, our priorities, and our values are highlighted in the attached document, along with a description of the role and our ideal candidate.

As you prayerfully read through this document, if you resonate with our mission, values, and strategic priorities, possess many of the listed qualifications and characteristics, and feel called to consider applying for this position, please send the following to Terry Tautz, Accountability Board Chair at apply@newdaysda.com.

- Your Resume
- A List of References
- Links to several representative sermons available online

If this isn't the right time or fit for you, we invite you to share this cover letter and the attached document with a fellow pastor whom you would recommend for this role.

In thankfulness for your prayerful consideration,

Terry Tautz
Newday Accountability Board Chair
apply@newdaysda.com



Position Specifications:

Lead Pastor
Newday Adventist Church
Parker, CO

Newdaysda.com

“We loved you so much that we shared with you not only God’s Good News but our own lives, too.” 1 Thessalonians 2:8 NLT

What is Newday

Newday Adventist Church is a thriving Seventh-day Adventist church located in Parker, Colorado. Founded 18 years ago as a church plant, Newday is a spiritually healthy community of over 200 (and growing) regular attendees. Our superb in-place leadership team and committed group of dedicated volunteers, combined with our outwardly focused, mission-driven culture of individuals who, together, love God and serve like Jesus, enable Newday to make a difference in our local community and our world as only passionate followers of Jesus can do.

Mission, Values, and Culture

Our mission is not simply words on a page that we occasionally read and nod over. It is what drives us forward, informs all of our decisions, and to which we hold ourselves, and our leadership, accountable. At Newday, the most important question we ask when we’re considering something new is, “Will this help us fulfill our mission?”

Similarly, our Core Values are not merely well-written aspirations with Bible verses added to back them up. These are our discovered and revealed thoughts as a body, hard-won through a determined process of prayer and deep analysis of our culture as it exists in reality. Newday’s values describe us! It is who we are and who we aspire to become at our core.

For anyone wanting to understand, and potentially lead Newday as a church and as a people of God, then the Mission and Core Values below must be ideas that inspire you personally and with which you deeply resonate.

Our Mission: Newday exists to develop passionate Christ followers who, together, love God and serve people.

Core Values: We Value. . .

The Bible: We believe the Bible is the Word of God and the foundation for our decisions, our beliefs and our lives. Therefore it is our responsibility to communicate the Bible in a way that is engaging and relevant. 2 Timothy 3:14-17; Matthew 22:29; Luke 24:27; Acts 17:22-34

Prayerful Dependence: We believe that prayer is the engine that drives God’s work in our lives, in our church, and in our world. Recognizing our complete dependence on God, we are intentional about building prayer into the visible life of Newday, knowing that He offers us His power and guidance when we ask. 2 Chronicles 20:12; Psalm 20:7; Matthew 7:7-11; John 15:5; Acts 4:23-31; Philippians 4:6-7

Servant Hearts: We believe Jesus calls us to follow His example by joyfully and humbly serving one another as well as those in our community and around the world. We

demonstrate our gratitude and obedience by becoming servants who are willing to stoop low and do “whatever it takes.” Matthew 20:25-28; John 13:1-17; Luke 17:10

Continual Transformation: We believe following Jesus is a journey of ongoing transformation that will continue throughout our lives. As we open ourselves to God through spiritual practices, we receive His transforming power that continually makes us more like Jesus. Mark 4:26-29; Ephesians 4:14-15; 2 Thessalonians 1:3; Philippians 1:6

Authentic Community: We believe God wants us to share our lives together in authentic community, rather than live in isolation or behind a mask. Our togetherness is the best expression of God’s love and the power of the gospel. Therefore we create safe places where people can connect, where struggles and victories can be shared openly, and where there is no fear of being judged. John 17:20-23; Acts 2:44-46; Ephesians 1:9-10; Galatians 6:1-3; James 5:16

The Next Person: We believe all people matter to God; therefore they matter to us. We do all we can to welcome the next person into our community. We seek to remove every obstacle, other than the gospel, so that everyone experiences Newday as a safe place to be on a spiritual journey. Luke 15; Acts 15:19; Hebrews 13:2; 1 Corinthians 1:23; 2 Corinthians 6:3

Culture: Newday is a safe place to be on a spiritual journey. This means that when someone walks through our doors, we want to make sure they feel welcomed, wanted, and, very soon, needed. The cultural-DNA of Newday is encapsulated in our core values and reflected in our “Newday Molecule” of Connect, Grow, and Serve (see Appendix A for more information). The lead pastor, pastoral team, leadership team, accountability board, and each member has a responsibility to live out our core values, and the systems in place at Newday have been strategically designed to support this effort.

Additionally, Newday is an authentic, Christ-centered, forward-thinking church, intentionally prioritizing the Gospel over traditions. With the Bible as our guide, our aim is to bring people to Christ with as few barriers as possible.

What Makes Newday Unique

- Prior to the pandemic, Newday participated in the comprehensive REVEAL Spiritual Life Assessment and was found to be a “Vibrant Church,” the highest possible level of congregational health attained by only 8% of churches.
- Newday is known globally as a radically generous and outward-focused church, regularly giving away hundreds of thousands of dollars.
- Newday has fostered several strategic, long-term relationships with some of the world’s largest and most impactful Christian non-profits. Successful past projects include a 16-year relationship with communities in Rwanda through World Vision, a 10-year relationship with International Justice Mission, and a 9-year relationship with World Relief and a community in Kenya. Strong, strategic partnerships have also been formed with local organizations, including Parker Adventist Hospital, Parker Task Force, Step Seven Ministries and the Douglas County School District.

- Newday has been a model church, attracting church leaders from around the U.S. who have come to learn about our model and partnerships.
- Newday has an innovative and effective form of governance that keeps the entire organization focused on the mission of making disciples. The board governs, the pastor leads, the staff manages the ministries of the church, and the congregation does the ministry.
- Newday was featured in a documentary commissioned by the NAD examining what a healthy, thriving, missional church looks like (Title: The Story of Joshua).
https://drive.google.com/a/rmcda.org/file/d/1GutW4DKCTRtRtgb8rn8uqsHsd_PJkcRgT/view
- Because of a healthy giving base, Newday is able to support 6 staff members: two full-time pastors (lead pastor and executive pastor), part-time Kidsmin and NXTGEN pastors, a NXTGEN student intern pastor, and worship intern pastor. Newday also has many fully engaged volunteer leaders who facilitate excellence in ministry. Currently, more than 60% of the 93 households who call Newday home serve regularly, and more than half of those households have multiple family members serving.

Strategy Considerations

Newday is a vibrant, spiritually-healthy church. A new lead pastor would have the opportunity to lead a team in developing 3-5 year strategic goals. These goals would become strategic imperatives designed to leverage this culture while maintaining our key priorities, such as global missions and impact, a welcoming culture, and engaged members. These goals will elevate our mission and core values, and must amplify, not replace, the DNA of our church.

The culture of Newday thrives best as we intentionally CONNECT with, GROW in, and SERVE like Jesus (more details about our Newday Molecule in Appendix A).

Newday facilitates connecting with Jesus through Bible teaching, prayer, and a variety of spiritual disciplines. However, the primary corporate expression of connecting at Newday is attendance at our Sabbath worship services, where we, together, connect with Jesus.

Growth is also essential to developing into a passionate Christ follower. Spiritual growth at Newday is encouraged and facilitated primarily through small groups. Every Newday member is encouraged to be part of a small group of fellow believers, and more than half of the church members are actively attending small groups.

Following Jesus means becoming a servant. As such, we are intentionally an outward-facing church, both locally and globally, and this “glocal” perspective is beautifully represented through our sacrificial Christmas offerings, 100% of which is given away in support of programs both in our community and globally (see the section “What Makes Newday Unique” above). Additionally, our church partners each year with Team World Vision by training, fundraising, and then running half and full marathons in support of their clean water initiatives. We also serve our nearby neighbors in the Parker community by partnering annually with Parker Adventist Hospital to provide a Christmas Store for families in our community who are struggling financially, so that they and their children can experience giving and receiving during the holiday. Additionally, our church provides fresh produce for families in need throughout the summer through our Free

Farmer's Market program in partnership with Parker Hilltop Apartments, and our annual ThankFULL outreach is a partnership between Newday and Parker Adventist Hospital where full Thanksgiving meals are provided for neighbors in the apartment complex during a community-building event.

We believe that the carefully considered strategic objectives above and the outwardly-focused programs in which we engage each year constitute the life-blood that grows us as a body of Christ and enhances our missional impact throughout our community and world. Our expectation is that our next Lead Pastor will embrace and accomplish these critical objectives, helping us reach the next level in our development as a high-impact, passionate community of Jesus followers.

Newday's History

Newday is located in the thriving and prosperous town of Parker (near Denver) in Douglas County, Colorado.

Newday was planted in Parker in the spring of 2005 out of the Franktown SDA Church - a rural church located 10 miles south of Parker. For the first five years, Newday was a multi-site church, with two simultaneous worship services, two teaching pastors who alternated between the sites each week, and two site pastors who managed the ministry and activity at each of the sites. During the five years as a multi-site church, growth was very gradual.

In 2010, the decision was made to separate the two sites in Franktown and Parker into two distinct churches. That process proved to be very healthy for both congregations. The site in Franktown maintained their size, and became more traditional and remains an option for many in the area who desire a traditional worship style. Newday Parker has more than doubled in attendance in the ten years that followed. When the sites separated in 2010, the average attendance was 108 people each week. Prior to the pandemic, the average was 226. Today, Newday's weekly attendance is a combination of online viewers averaging over 100 per week and in-person attenders averaging 170 per week.

Thus far, we have intentionally avoided owning any type of buildings, land or real estate. The value of stewardship has led us to rent from churches that aren't using their buildings on Saturday mornings and give the money we would typically spend on a mortgage and building maintenance to partner organizations in our community and around the world.

Through the ongoing efforts of consistent and godly leadership, as well as strong governance and conflict resolution systems, there has historically been very little conflict or crises within Newday since its inception.

Newday's Financial Picture

Newday is a financially strong church. As of December 31, 2022, Newday has \$408,679 in cash reserves. This includes \$31,498 in unrestricted funds, \$ 55,840.00 in church budget reserves (two months of church budget expenses), and \$271,973 allocated to various ministries and other funds. The current annual budget is \$343,440. Tithe numbers also continue to rise each year, with nearly \$700,000 being given in tithe in 2022.

Demographics of Newday

Newday is a spiritual community that is a good reflection of its surrounding community. They are young, wealthy, active and educated. The following demographic data was taken from Newday's involvement in a REVEAL Spiritual Life Assessment Survey (conducted pre-pandemic):

- Income: Newday is an affluent and prosperous community. Sixty-nine percent have a household income of more than \$75,000.
- Education: Newday is highly educated. Sixty-four percent have a college degree or higher.
- Marital Status: Seventy-eight percent of adults at Newday are married (compared with 63 percent of Parker residents).
- Diversity: Ethnic diversity is one area in which Newday exceeds the demographic of the local community. Parker has a racially homogeneous population, with 90.1 percent of the population being white and 9.9 percent ethnic diversity. Newday is 77 percent white and has 23 percent ethnic diversity.
- Spiritual Maturity: As a church that is intentionally designed to be a "safe place to be on a spiritual journey" Newday has consistently attracted more people in the beginning stages of their spiritual journey.
 - 4 percent of Newday said they are "Exploring Christ" ("I believe in God, but I'm not sure about Christ. My faith is not a significant part of my life").
 - 50 percent said they are "Growing in Christ" ("I believe in Jesus and I'm working on what it means to get to know him").
 - 24 percent reported they are "Close to Christ" ("I feel really close to Christ and depend on him daily for guidance").
 - Finally, 22 percent are willing to call themselves "Christ Centered" ("My relationship with Jesus is the most important relationship in my life. It guides everything that I do").
 - Additionally, 10 percent of Newday have been a Christian for less than two years. Another 35 percent have been following Christ for between three and ten years. That means that only 55 percent of the church's attendees have been a Christian for longer than ten years.

Demographics of Our Local Community

The town of Parker is a rapidly growing community of approximately 61,000 people located in the southeast Denver metropolitan area (per the US Census, 2021). Parker has grown 143% since 2000 and continued growth is expected over the next ten years.

Residents of Parker are educated (96% of adults have a highschool degree and 52% have a college degree). They are also affluent with a median family income of \$120,000 compared to \$80,000 in the rest of the state. Seventy-seven percent of the population is non-Hispanic white and 12% is Hispanic or Latino. Forty-six percent of residents are involved in management or professional careers, 29% are in tech/administration/sales, 12% are employed in labor/fabrication, and 13% are in the service industry.

Parker is a family-friendly environment, where 28% of the population is under 18. As a result of having children and plenty of disposable income, recreation is a high priority. Parks, ball fields, sports leagues and recreation centers are a main priority of local government.

Faith is something that most people would say has a high priority. However, in practice, many are too busy with other activities to actually attend church regularly. A recent Community Assessment Team made up of leaders from the schools, hospital, government and various non-profits named "mental health" as the greatest need of the Parker community.

Learn more: <https://parkeronline.org>

Books that have Guided Our Journey

To better understand Newday's operations, and our ministry priorities, we recommend that candidates treat the following foundational books as required reading (in the following order):

- To understand our Process: "Simple Church: Returning to God's Process for Making Disciples" by Thom S. Rainer and Eric Geiger
- To understand our Focus on Mission Accountability: "Hit the Bullseye: How Denominations Can Aim the Congregation at the Mission Field" by Paul Borden
- To understand our Governance Structure: "Winning on Purpose: How to Organize Congregations to Succeed in Their Mission" by John Edmund Kaiser
- To understand our Core Values: "Deep and Wide: Creating Churches Unchurched People Love to Attend" by Andy Stanley

Job Description for Lead Pastor

Description:

The Lead Pastor is to guide the church in the fulfillment of its mission, facilitate spiritual growth church-wide, and act as a resource in providing leadership direction to the various ministries, ministry leaders and staff members of Newday. The Lead Pastor is lead vision caster, teacher, fundraiser, intercessor and cheerleader.

Responsibilities (average 40-50 hours per week)

- **Chief Servant (approximately 40% of emphasis)**

- Spend ample time in prayer and the study of Scripture to seek God's direction for the church
- Ensure Newday is faithful to Jesus, as well as its mission to the community of Parker
- Ensure alignment of plans and strategies church-wide to help Newday reach her full redemptive potential; accountable to the board ensuring that all initiatives drive toward mission
- Ensure communication of vital information church-wide
- Plan and implement Newday's training and discipling calendar
- Provide spiritual nurturing, training and direction to staff and Accountability Board.
- Encourage financial faithfulness among the membership of Newday
- Read voraciously to stay in touch with the marketplace of ideas
- **Evangelism (approximately 15% of emphasis)**
 - Oversee evangelistic plans to penetrate Parker and draw people to Newday and ultimately to Christ
 - Intentionally spend time personally building relationships with the people of Parker
 - Be active in giving Bible studies with individuals or groups as opportunities arise
 - Lead people in preparation for baptism and conduct baptisms as opportunities arise
- **Worship Service/Preaching (approximately 25% of emphasis)**
 - As chief vision caster and teacher, lead in the development of the sermonic calendar, including potential topics, texts and series to be covered in sermons
 - Preach weekly (at least 40 weeks out of the year)
 - Communicate with worship leaders regarding content of worship services
 - Provide coaching and leadership to worship coordinator
- **Miscellaneous Responsibilities (approximately 20% of emphasis)**
 - Lead out in weekly staff meeting
 - Monthly Accountability Board meeting
 - Meet regularly one on one with direct reports for performance reviews
 - Delegate responsibilities to empower other leaders

- Crisis/hospital visitation when needed (particularly for leaders)
- Pastoral care counseling when appropriate
- Visit members and prospective members to maintain awareness of needs and issues people are facing
- Participate in a weekly Newday Grow Group during the annual group cycle (Sept-May)
- Oversee and be accountable for the Church's finances in conjunction with the Director of Finance and the Finance Committee.
- Oversee Global Mission partnerships to expand the hearts of Newday members as they serve the needs of the under-resourced
- Oversee staff and other leaders with discretion to share oversight with the Executive Pastor.
- Live in harmony with the fundamental beliefs of the SDA church, including but not limited to the requirements of tithe paying for denominational employees.
- Attend monthly Accountability Board meetings and engage in bi-annual performance reviews.
- Meet regularly with an accountability partner that is a peer or mentor in ministry
- Maintain regular communication with conference leadership to keep them apprised of Newday's vision and direction.
- In harmony with biblical principles, the Lead Pastor is to be loyal in word and action to the leadership and policies of the SDA Church at all levels. If problems arise, follow the biblical and church established grievance procedures.

Desired Qualifications for Lead Pastor

- An engaging speaker, skilled at sharing biblical messages in a way that is applicable and relevant
- Spiritual gifts of leadership, administration, teaching, preaching, and evangelism
- Someone who doesn't allow tradition to become an obstacle to the gospel
- A catalytic leader who actively energizes and motivates people to live out practical Christianity and be "the church" to a world in need
- Grace-based, gospel-oriented theology (balanced centrist)
- Prioritizes community involvement (demonstrated experience)
- A person of prayer and student of the scriptures

- Welcomes feedback and accountability both personally and corporately
- Embraces inclusivity (A “Big Tent” view of people and the church)
- A passion for the church as the hope of the world
- Strategic leader who is able to say “No” to even the good things that would distract from our mission and vision
- Experience leading unchurched people to a decision for Christ and baptism
- A track record of church growth

Personal Characteristics Desired for Lead Pastor

- Meaningful personal relationship with God, reflected in part by a strong devotional life
- A passion for the souls of all people and astute in relating to them wherever they are in their journey; loves people where they are
- Strong interpersonal skills
- Comfortable building relationships in secular circles
- Demonstrates high level of integrity, guided by sound ethical principles
- Identifies untapped opportunities for Newday on which to capitalize and extend mission reach; visionary mindset
- Connects well with younger people
- A creative person who is energized by challenges and change
- Earns the trust and respect of others
- Life-long learner
- Adapts in response to what is and is not working
- An effective communicator who can inspire staff and garner their respect

While Newday values a leader that possesses a list of desired qualifications and strong personal characteristics, we equally recognize the importance of rest and personal growth for our leader. We are committed to supporting a leader that prioritizes their own health and that of their family, both mentally, spiritually, and physically. We encourage our lead pastor to take at minimum, one day off per week, as well as utilizing their full annual vacation.

Newday’s Organizational Structure

Please refer to Appendix B

Here's how to apply

As you prayerfully read through this document, if you resonate with our mission, values, and strategic priorities, possess many of the listed qualifications and characteristics and feel called to consider applying for this position, please send the following to Terry Tautz, Accountability Board Chair at apply@newdaysda.com.

- Your Resume
- A List of References
- Links to several representative sermons available online

Appendices A and B are below.

Appendix A: Newday Molecule

MISSION:

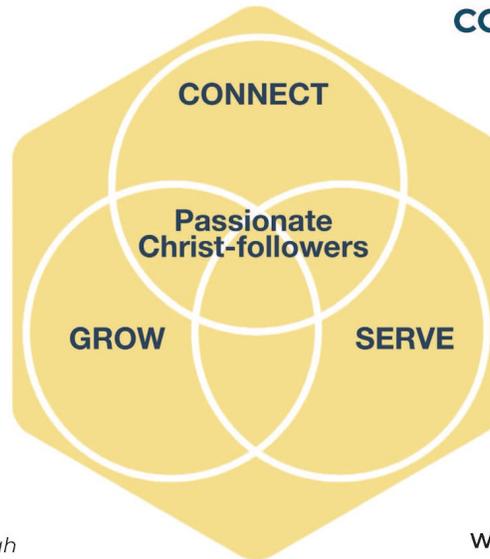
Newday exists to develop passionate Christ followers who, together, love God and serve people.

We accomplish our mission by creating opportunities and providing encouragement to connect with, grow in, and serve like Jesus.

GROW:

We Grow in Jesus together through our Grow Groups

Spiritual growth is encouraged and facilitated at Newday primarily through small groups. Every member is encouraged to grow in their faith and in the expression of their faith by actively participating in a small group of fellow believers.



CONNECT:

We Connect with Jesus together through our weekly worship services

Our Sabbath worship service is Newday's primary, corporate expression of connecting with Jesus. We also seek to develop passionate Christ followers by encouraging and facilitating connection with Jesus through Bible teaching, prayer, and a variety of spiritual practices.

SERVE:

We Serve like Jesus together in our church and in our world

Following in Jesus' footsteps, Newday has made service a priority. Members are invited and encouraged to serve within the church, sustaining the "connect, grow, and serve" molecule. Opportunities are also organized to serve our neighbors and "the least of these" in our community and around the world.



NEWDAY SDA ORGANIZATION CHART

