



OAK MOUNTAIN PRESBYTERIAN CHURCH



CHURCH & PASTOR PROFILE



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Brother,

We are honored by your interest in learning about Oak Mountain Presbyterian Church, a broken and beloved community of Christ-followers in Birmingham, Alabama, pursuing our good Father's guidance as we anticipate the call and welcome of our next lead pastor.

It is our joy to share with you this brief overview of our congregation, our hopes for the future, and the distinctives we desire to represent to the world. We hope it helps guide you as you prayerfully consider and discern how the Lord might be moving in your own season of ministry.

As you give thought to your interest in co-laboring with us, we invite your questions and assure you that all conversations will be held in strict confidence. In the meantime, we are committed to praying Colossians 1:9-12 for both our committee and for the man who will join us at the ordained time.

Thank you again for taking time to learn more about OMPC!

Warmly,

Scott Baker & Robyn Felton

Co-Chairs, OMPC Pastoral Search Committee

9 And so, from the day we heard, we have not ceased to pray for you, asking that you may be filled with the knowledge of his will in all spiritual wisdom and understanding, 10 so as to walk in a manner worthy of the Lord, fully pleasing to him: bearing fruit in every good work and increasing in the knowledge of God; 11 being strengthened with all power, according to his glorious might, for all endurance and patience with joy; 12 giving thanks to the Father, who has qualified you to share in the inheritance of the saints in light.

- Colossians 1:9-12





JEFF
ANDERSON



SCOTT
BAKER
(Co-Chair)



DAVID
CONRAD



LISA
DONOHUE
(Prayer Chair)



ROBYN
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(Co-Chair)



BRIAN FLOWERS
(Alternate)



BILLY HAND
(Alternate)



NATHAN
KIRKPATRICK
(Communications Chair)



JASON
MCNAUGHTON



JULIANNE
SPARKMAN



TRACY
VEBBER



CHRISTI WILSON
(Alternate)

PASTORAL SEARCH COMMITTEE MEMBERS

OMPC VISION FRAMEWORK

MISSION

"Engaging Every Neighbor with the Surprising Power of Grace."

Scripture: Luke 10:25-37

Over the Pew | Over the Fence | Over the Mountain | Overseas

VALUES

GRACE DRIVEN

We emphasize grace as the Good News of God's Unconditional Love AND Transforming Power; The primary message of the Church for all people.

Scripture: Num 21:4-9; Acts 20:24; Gal 3:1-5; Titus 2:11-3:8; Zeph 3:17

RELATIONALLY AUTHENTIC

We strive to be a place of restoration AND strength; a community where we can be honest about our brokenness AND call one another to the hope that is promised in Christ.

Scripture: Heb 10:24-25; Heb 12:14-15; 2 Cor 6:11-13; 2 Cor 12:7-10; Gal 6:1-5

KINGDOM ORIENTED

We believe that God's purpose is the gathering of His people from every nation AND the renewal of all things; The Kingdom comes on earth as it is in heaven through sharing the Gospel AND expressing Christ's Lordship in every area of life.

Scripture: Jer 29:4-7; Matt 5:13-16; Matt 28:18-20; Rev 21:5; Gen 1:26-28; Gen 12:1-3; Acts 1:8

STRATEGY

- Develop People
- Cultivate Relationships
- Pursue Impact

MEASURES

- Surprising Grace: An ever-deepening personal experience of God's unconditional love and transforming power that leads to supernatural growth and service.
- Surprising Worship: Embracing the truths of the Gospel through music, prayer, teaching and sacraments that lead to an engaging and intimate encounter with the living God.
- Surprising Community: Courageous, biblically-based relationships, empowered by grace, that lead to transformational intimacy.
- Surprising Growth: Christ-centered teaching, fellowship and discipleship that leads to loving the Lord with all of our heart, soul, mind and strength.
- Surprising Generosity: Joyfully choosing to live with less (in our Time, Talents and Treasures) so that others might live with more in Christ.
- Surprising Impact: Making a Spirit-filled difference through a grateful lifestyle of generosity, mercy and reconciliation that continues to abound Over the Fence, Over the Mountain and Overseas.

CHURCH HISTORY

A plant of Briarwood Presbyterian Church, Oak Mountain Presbyterian Church found its roots as a gathering of a few families worshipping in the Briarwood High School Gym, informally known as "Briarwood South." At the time, Shelby County was the sixth fastest growing county in the United States. Briarwood Founding Pastor Reverend Frank Barker would drive back and forth between the main campus and the high school gym to preach at both morning services until the new sanctuary was built.

It was during this transition in 1988 when the Lord led this group to form a church plant from among the "Briarwood South" congregants. Bob Flayhart's name was referred to this group as a pastoral candidate. In October of 1988, the Briarwood Presbyterian Church Session unanimously approved to extend a call to Bob to plant and pastor this church in the Oak Mountain area.

In January of 1989, Bob and a small team of people began making phone calls to the surrounding community, inviting each household to this new church being planted in the area. After **13,000** phone calls, the team had **1300** households on their mailing list. On March 19, 1989, Palm Sunday, the first church plant service was held with **130** people in attendance.

In 1993, it became apparent for the need for this church plant to have its own identity and space. Our current property was then purchased, and the gymnasium was completed by 1997. On the first Sunday in the new building we held two worship services with over 1000 people in attendance. Oak Mountain Presbyterian Church now had its own name and facility, and the congregation was steadily growing in number.

Over the next several years, OMPC expanded its ministry staff team and in 1999, Westminster School at Oak Mountain was founded. In 2008, the sanctuary and adjacent wings were built to meet the needs of this rapidly growing church body.

What started as a small gathering of a few households for worship together in a high school 34 years ago has now grown to over 2300 members and ministry impact reaching all corners of the earth! The Lord has faithfully continued to guide His church at OMPC through staff changes and various cultural and economic challenges. The message of the gospel preached at OMPC continues to transform hearts and deepen relationships, leading members and guests to experience the surprising power of grace in their hearts, homes, neighborhoods, city and world!

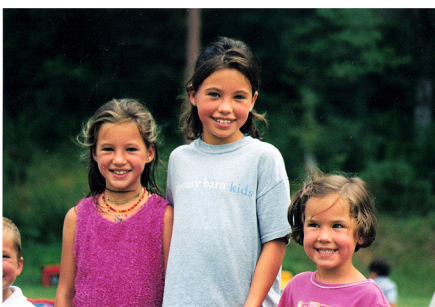
GROUNDBREAKING



WORSHIP IN THE GYM



COMMUNITY GROWTH



NEW CONSTRUCTION



CHURCH PLANTS

Red Mountain Church
Christ Community Church (Helena)
Homewood Community Church



Planted to Serve

Oak Mountain Presbyterian Church is located in an affluent area of North Shelby County, 15 miles south of the city of Birmingham. Our mission as a church is to *engage every neighbor with the surprising power of grace* over the pew, over the fence, over the mountain and overseas.



Over the Pew: This is serving within the church including (but not limited to) children's & youth ministries; Sunday morning greeting, coffee and worship teams; leading Bible studies and serving on Leadership for the church.



Over the Fence: Our congregation is encouraged to consider how each individual and household can "love their neighbors." Our outreach ministry is involved in the local school systems, neighborhoods and surrounding businesses.

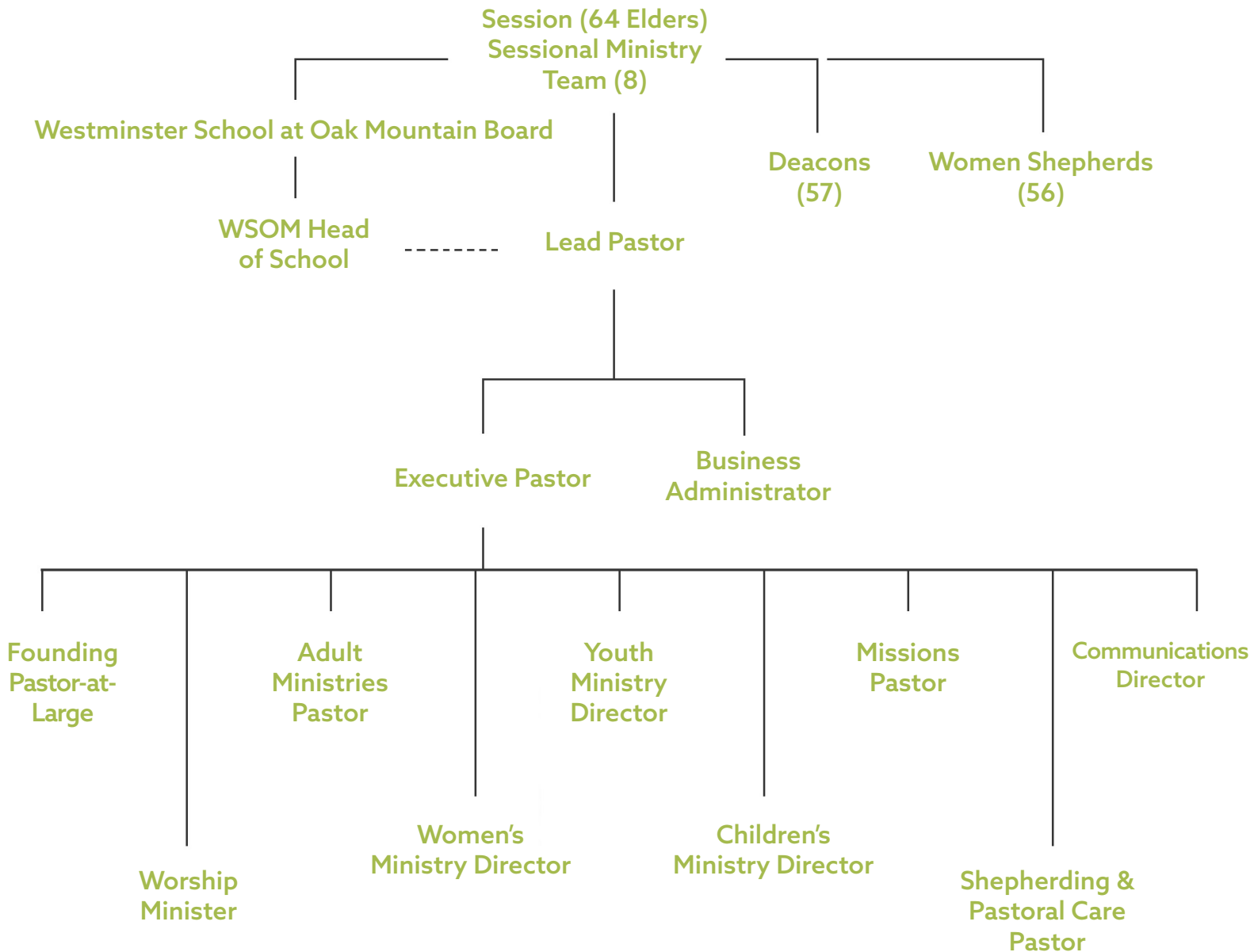


Over the Mountain: There is a literal mountain that divides the city of Birmingham from the southern suburban towns. Additionally, Birmingham has a deep-rooted history of racial tension and subsequent rebuilding toward reconciliation. OMPC strategically partners with churches and ministries "over the mountain" to bridge this racial and socio-economic divide.



Overseas: Our annual prayer is for the Lord to raise up **one percent** of our congregation to move toward full-time missions overseas. We also send out several short-term trips each year to serve alongside our Global Missions Ministry Partners.

STAFF ORGANIZATION



(Staff Team Members Report Under Department Heads)

Total OMPC Staff Members: 56

MINISTRIES OF OMPC

SHEPHERDING & PASTORAL care

- Mercy Ministry & Mercy Team
- Shepherding Structure (Elders, Women Shepherds, Under-Shepherds)
- Pastoral Counseling
- Compassion Groups
- Porch Light (Foster and Adoptive Care Ministry)

ADULT ministry

- Young Professionals Ministry (College - 35 yrs)
- Men's Bible Studies & Events
- ParentU (Parents of JrHi & SrHi Youth)
- Adult Discipleship Classes (Sundays, 9:30 am)
- Forerunners (65+ Adults at OMPC)
- Discipleship (Gospel Waltz Journey & Battle for the Heart)
- Life Groups
- Outreach
- Mobilization
- New Member Assimilation

CHILDREN'S ministry

- Sunday Morning & Evening Programs
- The R.O.C.K. (Sunday Evening Program)
- Communicants Class
- Mustard Seeds (Special Needs Ministry at OMPC)
- Crossroads (5th & 6th Grades)
- Treehouse Early Learning Center (One yr - Pre-K)
- Club House (Drop-in Childcare for Nursery - 4 yrs)
- VBS, Crazy Days of Summer, Bloom Creative Arts Camp for Girls and Pine Cove City
- Seasonal Events

YOUTH ministry

- JrHi (7th & 8th Grades)
- SrHi (9th-12th Grades)
- Summer Retreats
- Summer Mission Trips
- Fall/Winter Retreats
- JrHi Wednesday Nights (Discipleship)
- SrHi D-Groups
- Sunday Morning Youth Discipleship
- Sunday Evenings at the Youth House

WOMEN'S ministry

- Bible Studies
- Beach Retreat
- Seasonal Events
- C.O.R.E. Team (Outreach and Events Team)

MISSIONS ministry

- Missions Team
- Annual Global Missions Conference (Last Week of February)
- Short-term Trips
- Internships
- Ministry Partner Care

WORSHIP ministry

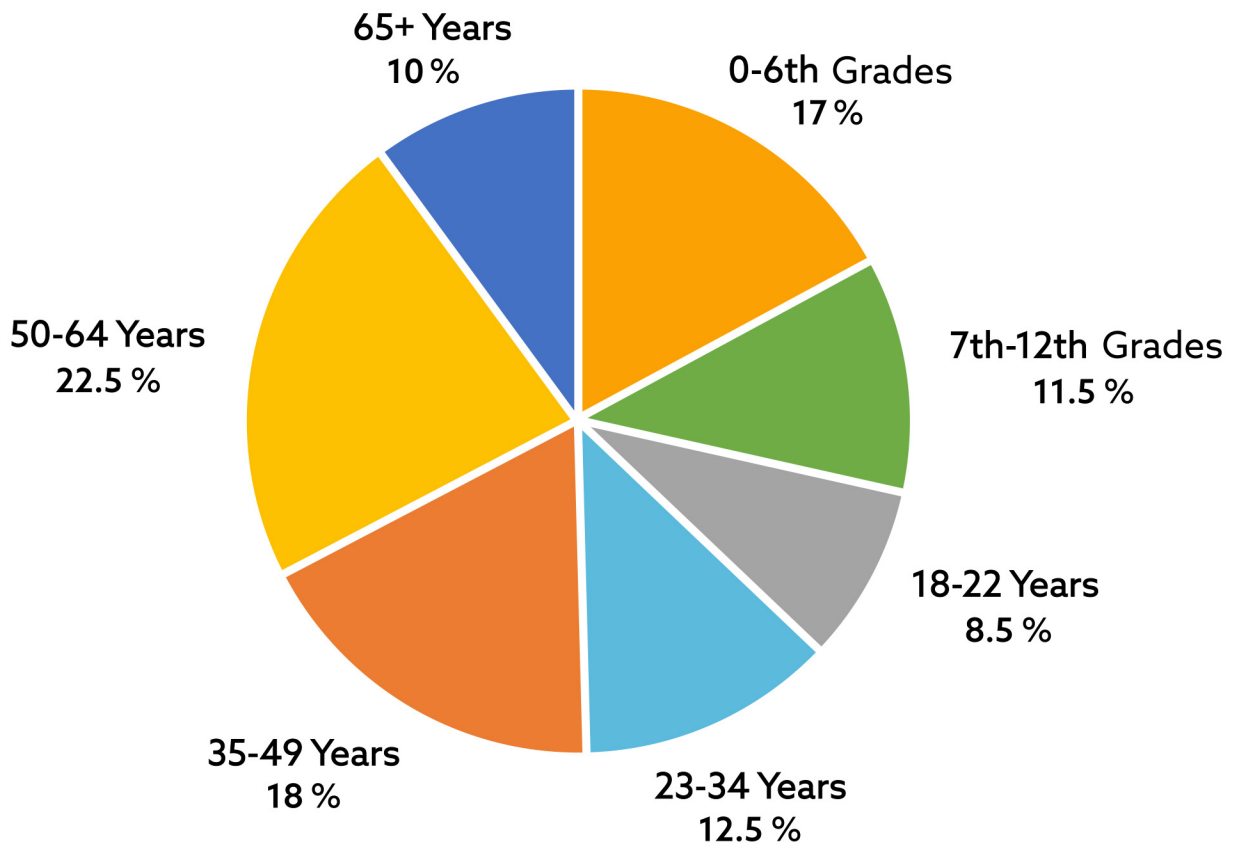
- Worship Choir
- Tech & Production Team
- Praise Team
- Band
- Kids Choir

WESTMINSTER school at oak mountain

- Classical Education School
- 571 Enrolled
- Kindergarten - 12th grades

CHURCH MEMBERSHIP

Total Church Membership: 2,309



SUNDAYS AT OMPC

SUNDAY MORNINGS

Worship Services at 8:15 & 10:45 am

8:15 am Service

(acoustic and intimate)

10:45 am Service

(contemporary and vibrant)

Discipleship for Children, Youth and Adults at 9:30 am

SUNDAY EVENINGS (Fall and Spring):

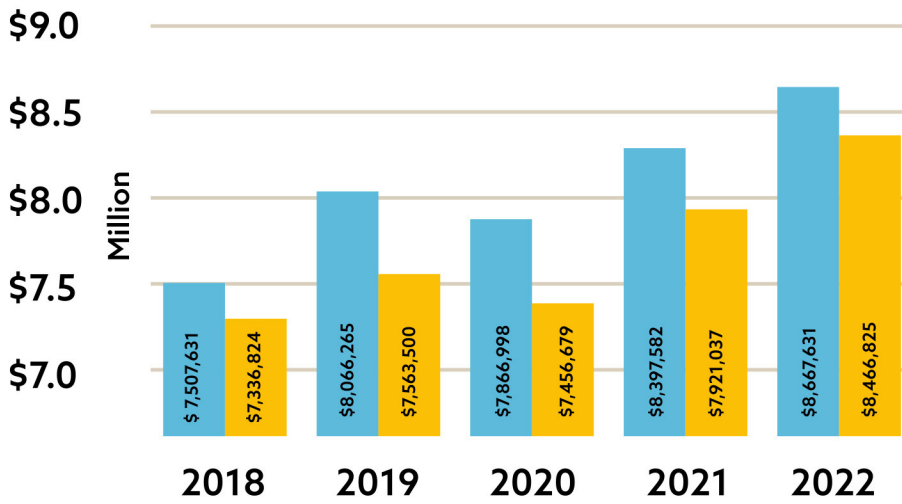
Kids Choir and Compassion Groups

Life Groups and The R.O.C.K. (Rotation of Christ's Kids)

JrHi and SrHi Gatherings at the Youth House

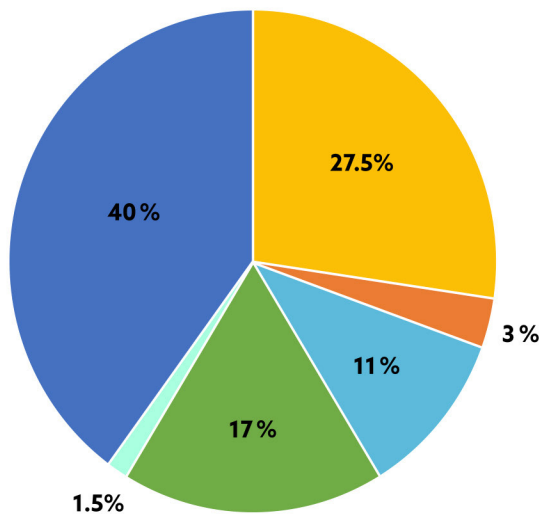
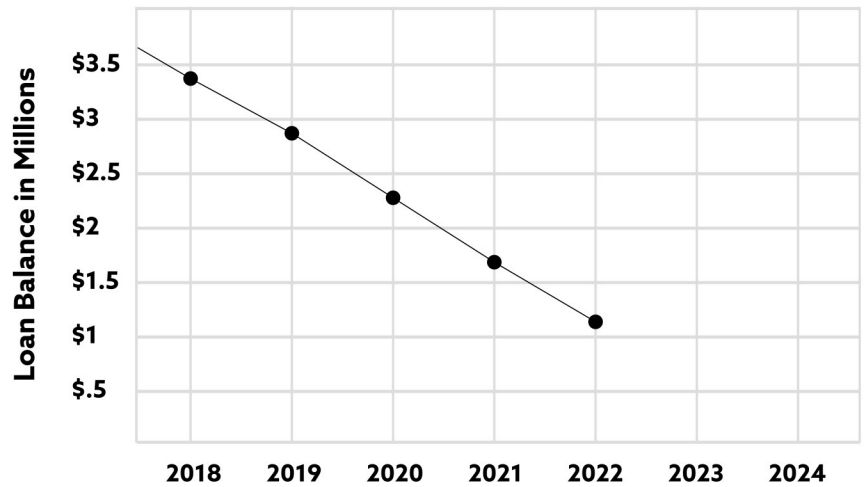
FINANCIALS

General Fund: \$7.1 Million



Total Income vs Expenses
(5 year trend)

Building Debt



2022 Total Expenses

- Staff Salaries & Benefits
- Operations/Facilities
- Missions/Mercy/Outreach
- Children's/Youth Ministries
- Adult Ministries
- Worship Ministry

EFFECTIVE AND FRUITFUL AREAS

By God's grace, OMPC has many areas of effective and fruitful ministry that are thriving structurally, engaging relationally, and equipping the saints biblically. Here are a few areas where God has led us in effective and fruitful work:

Culturally Grace-Centered

We operate believing that grace is the foundation of the gospel message, the good news for salvation and supernatural heart and life change, and the essence of who God in Christ Jesus is toward sinners. God's grace drives OMPC's philosophy of ministry and undergirds the gospel work being done for God's Kingdom (*Titus 2:11-14*).

Relationally Authentic

We are relationally authentic, a safe place to be honest about one's brokenness and need for the gospel of Jesus Christ, and a community of sinner-saints that can be truly known and pointed to Jesus Christ and His Truth (*Ephesians 4:15-25, 1 Peter 3:8*).

Foundationally Rooted in Discipleship and Shepherding

We have a strong culture of gospel-centered discipleship. We are a church that cares about its flock knowing scripture and the power of repentant and faithful living unto Christ, practicing *Matthew 28:19-20* and *2 Timothy 2:2* in word and deed.

In addition, we believe wholeheartedly in a relationally-connected shepherding model of elders, under-shepherds, and women shepherds pursuing the hearts and lives of our flock, being lovingly present in their lives, and intentionally seeking to make a large church more intimate through purposeful communication and consistent engagement of its people (*John 21:17, 1 Peter 5:2-3*).



OPPORTUNITIES FOR GROWTH

OMPC desires to be a church that humbly seeks grace and wisdom from the Lord on an ongoing basis in order that our ministries might better equip the saints to the glory of God so that the gospel would go forth with unhindered beauty. We view these areas as our primary opportunities for growth moving forward:

Growing Our Outbound Focus

While, by God's grace, we enjoy the depth of inward discipling and shepherding of the flock, we long for a growing outward focus, not just internationally through missions and church planting (a successful intention of the church), but through mobilization efforts in and around Birmingham.

We desire that people throughout our city benefit from hearing, seeing, and tasting the beauty and wonder of the gospel of Jesus Christ through the Kingdom-focused overflow of our time, talent, and treasures. Mobilization efforts and intentional conversation around these areas have increased in 2023, and the church is prayerfully excited to see these areas flourish more in Birmingham for the gospel in the years to come (*Psalm 145:12, Hebrews 12:28*).

Creating Easier Connection Points

We hope to create new pathways to help visitors, new members, and even new believers move seamlessly from discovering more about the church (through introductory classes and meetings with staff/leadership) to being more connected with other members in relationally comfortable and authentic ways that lead to effective gospel-centered community and discipleship (a strength and passion of the church) (*Romans 15:7*).

Transitioning Well

We recognize the unprecedented change that is before us, and we prayerfully and humbly long to transition well from our founding pastor to the next lead pastor. Specifically, we desire to deeply respect the gospel foundation that has been laid so well, while also seeking grace and wisdom from the Lord on how to move the church forward in a way that engages our current and future generations' hearts and lives for the gospel of Jesus Christ (*Acts 20:24*).



OUR NEXT PASTOR

at a GLANCE

OMPC enjoys a rich gospel culture that is the fruit of 34 years of faithfully pursuing a grace driven, relationally authentic, and Kingdom-oriented mission. In particular, we believe that God's grace is His unconditional love for us in Jesus Christ and His supernatural, transforming power to change hearts and lives to the glory of God (*2 Timothy 2:1, Titus 2:11-14*). We view this grace as the primary message of the church for all people (*Acts 20:24, 32*), and we are praying that our next leader is fueled by his own grace-driven transformation and a relentless desire to share it with others.

We are looking for a man of God who, through his own life and journey, drinks deeply of God's grace and has become deeply aware of his own brokenness and need for the gospel of Jesus Christ (*Hebrews 4:16, 2 Peter 3:18*). As he leads through his own need for and dependency on the gospel, we pray the following characteristics will also be present (and growing daily by grace) in his heart and life (*Acts 20:24, Romans 1:16, 1 Corinthians 1:17, 1 Timothy 1:11*).

GOSPEL CONVERSION:

- Shows evidence of a gospel conversion and has been awakened to the righteousness, freedom, love, joy, hope, and call for obedience found in the gospel of Jesus Christ. Leads others to look to Jesus in faith and to experience His supernatural work in our hearts and lives on an ongoing basis (*Numbers 21:8-9, John 3:14-15*).
- Understands imputed righteousness not only intellectually, but has experienced the realities of this truth in his heart and life. Basks freely and lovingly in the truth of being clothed in Christ (*Romans 4 and 5*).
- Celebrates the wonder and beauty of Jesus Christ, and consistently demonstrates his need for the grace of God in Christ (*Hebrews 4:16*).
- Has walked through a humbling and brokenness in his own heart and life so that he truly knows everything good and honorable in his life is the grace of God in and through him (*1 Corinthians 15:10*).
- Makes much of Jesus, his Kingdom, his glory, his name, and his gospel of grace, and not in himself (*John 20:31, Acts 20:21, Acts 28:31, 1 John 5:5*).
- Lives, breathes, speaks, depends on, and loves in his heart and soul the grace of God in Christ Jesus, and desires for others to have the same experience of grace in their lives (*Acts 20:24, Acts 20:32, Romans 3:24, 2 Corinthians 1:15*).

REPENTANT LEADER WITH HUMBLE STRENGTH:

- Leads through repentance, continues to look to Jesus in fresh faith, and seeks grace-driven desire for renewed obedience on an ongoing basis (*Mark 1:15*).
- Confesses his own sin and brokenness regularly and has a healthy level of self-awareness and daily need for the gospel in his own heart and life (*Acts 20:24*).
- In humility, fears the Lord and knows that without God's faithful hand, presence, and power of the Spirit, nothing is possible (*John 15:5*).
- Exudes a strength in Jesus Christ and possesses the ability to lead with decisiveness and conviction, yet holds everything with open hands as he submits to the authority of Jesus Christ, the Word of God, and church leadership in a healthy and unifying manner (*1 Corinthians 1:30, Ephesians 3:21, Philippians 2:5, 1 Peter 5:14*).
- Models and lives out "when we are weak, then we are strong" for the sake of Jesus Christ (*2 Corinthians 12:9*), shepherding our flock by pointing others away from himself and with urgency toward Jesus (*John 3:30*).
- Believes and shows that no one needs the gospel of grace more than himself and our own congregation, so that others in our community may see this grace and be drawn to our Lord Jesus Himself (*Acts 11:23*).
- Demonstrates a lifestyle of being taught and mentored in the gospel, and engages in authentic, vulnerable relationships with other men while seeking to grow in biblical wisdom, discernment, insight, and knowledge (*Psalms 111:10, Psalm 133:1, Proverbs 1:2, Proverbs 19:20, Colossians 1:9, Colossians 3:16, 2 Peter 3:18*).

CLEAR TEACHER, RELATIONAL COMMUNICATOR, AND GOSPEL CULTURE SHAPER:

- Aspires to continue setting and shaping culture through clear gospel teaching, and effective communication about the beauty of God's grace to save, change, and empower to obey (*Titus 2:11-15*).
- Communicates relationally and authentically and enjoys bridge-building and culture-shaping for the sake of the gospel, engaging with others in effective shepherding, and valuing discipleship opportunities for head and heart connection around the gospel of grace (*Psalms 133:1, Matthew 28:19, Ephesians 4, 1 Peter 3:8*).
- Leads collaboratively and energetically, appreciates the valuable and talented staff of OMPC, and seeks to help others around him maximize their God-given gifts (*Romans 12:6, 1 Peter 4:10*).
- Teaches with excellence and preaches with vulnerability, conviction, graciousness, mercy, and a passion for God's Word and his people to reach the lost and exegete the current culture (*Psalms 33:8, Romans 10:15*).
- Gladly and gratefully embraces our leadership structure of elders, under-shepherds, and women shepherds as we seek to co-labor to love, serve, disciple, encourage, and spur on the flock in the gospel of grace (*John 21:17, Acts 20:28, 1 Peter 5:2-3, 1 Thessalonians 5:11, 14, Hebrews 3:13*).

QUALIFICATIONS: Ordained (or eligible for ordination) in the Presbyterian Church in America (PCA). **PREFERABLE:** 10+ years of pastoral and sessional experience; experience collaboratively, relationally, and energetically leading a large church staff.

If you feel God is calling you to apply for this position,
please contact Ed Norton at ed@mcgowanglobal.com



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Oak Mountain Presbyterian Church



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