

We are pleased to announce Bob Hastings as the Director of Ministries and Connections for Northern Heights Baptist Church

Pictured Below

Bob Hastings Director of Ministries and Connections

- Traci (Wife), Licensed Professional Counselor, ESU 10
- Jon & wife Rachael, Missionaries in Berlin, Germany, Greater European Mission
- Jenna, Cosmologist in Kearney
- Jonah, 8th Grader



Work History

- Cabela's Team Lead (2022-present)
- Director of Human Resources, Kearney Public Schools (2020-2021)
- Superintendent, Gering Public Schools (2013-2020)
- Director of Teaching & Learning, Norfolk Public Schools (2008-2013)
- Principal, Washington Elementary, Norfolk Public Schools (2001-2008)
- Principal, Longfellow Elementary, Scottsbluff Public Schools (1999-2001)
- Elementary Teacher & Coach, Scottsbluff Public Schools

Ministries

- Deacon - NHBC & Victory Road EFC
- Past Member - NHBC, Victory Road EFC, Calvary Memorial Church
- Teaching Team Member (Pulpit Preaching) - Victory Road EFC
- New Hope Mentoring Program - Kearney EFC
- Bible Study Leader in Norfolk & Gering
- Sunday School Teacher in Norfolk & Gering
- Foster & Adoptive Parent
- Audio/Visual Team Lead & Member
- VBS Volunteer
- Awana Volunteer
- Pastoral Search Committee Member
- Leadership Development Program Lead
- New Teacher Mentoring Program Lead
- CAPStone Child Advocacy Board of Directors Member

We thought our church was looking for a Worship Pastor? Where did this position come from?

Since we have been in our new building, we have been very understaffed and looking to fill multiple positions. After not finding the candidates we were looking for, we began working with a hiring consultant and decided to focus on finding a Worship Pastor but all along still knowing we had a need for another associate pastor and have been praying and waiting for God's direction. We learned that Bob Hastings was available and had begun to feel a call to ministry. At the same time, he had many qualities that would fit with what we were looking for. Bob has met with all office staff, ministry leaders, Personnel Team and Pastor Matt on several occasions in person and via phone and zoom. After prayerful consideration, the pastoral staff and personnel team unanimously decided to offer Bob this position and he accepted.

What will Bob be doing in this new role?

Bob's primary responsibilities will be overseeing the various ministries and helping with some of the administrative tasks. Here is a list of potential responsibilities:

- **Bible Study and SMIG Groups:** Work with a team and oversee and guide recruitment and training of leaders.
- **Outreach:** Work with a team to plan, train, equip and send out disciples to make disciples.
- **Assimilation:** Overseeing the process of assimilating new believers and guests to our church.
- **Equipping:** Ensure that every member has the opportunity to be well trained to serve the church, share the gospel, and disciple others.
- **Ministry Teams and Committees:** Determine the ministry needs of our church and oversee committees to meet those needs.
- **Leadership Pipeline:** Oversee the development and implementation of NHBC's Leadership Pipeline.
- **Discipleship Pathway:** Ensure NHBC is staying true to the Discipleship Pathway.
- **General Pastoral Duties:** This is a Director position, but occasionally could include some pastoral duties such as filling the pulpit or providing support for funerals, weddings, counseling, etc...

*If Church leaders are already in place for these ministries this position would not replace them, but simply oversee and support them. That volunteer leader would report to the Director of Ministries and Connections.

When will he begin his role?

A start date is still undetermined as they have to finish the current school year in Kearney and are looking for a home in Norfolk. We hope to have them here at the end of May or beginning of June. An open house meet and greet is being planned.