

Dear Northwood Family:

With the presentation of Robert Alexander as our recommendation for the role of Northwood's next Senior Pastor, the Senior Pastor Calling Team completes its formal role for the church. While our work is now complete, we wish to offer the following endorsement of Robert's candidacy.

Throughout the summer, the Senior Pastor Calling Team worked with NL Moore & Associates to develop a candidate profile for Northwood's next senior pastor. Now, with our nomination of Robert Alexander, we reflect back on the direction that that candidate profile provided us. Quotations below are from the candidate profile.

*"This leader will be a wise and trustworthy steward of the responsibilities entrusted to them—bold in prayer, humble in spirit and courageous in vision and leadership."* We see these traits in Robert. Robert leads with humility regarding his own skills and abilities, but also with boldness of faith in Jesus Christ. He is able to articulate a vision for Northwood that respects where Northwood has been, but also where we might grow in our newly developing neighborhood. Robert has demonstrated in both ministry and vocational roles that he is a servant leader, with a particular gift for developing the leadership gifts of others.

*"The ideal candidate for this role will preach with a dynamic blend of clarity, depth, and relatability."* We have reviewed hours of Robert's preaching and we observe these characteristics in Robert's sermons. He will continue Northwood's valued tradition of expository preaching in a way that is both approachable and spiritually challenging. Robert has a heart for all of God's people to experience the Gospel. We believe Robert is *"a pastor who can faithfully teach the Word, engage meaningfully with people from all walks of life, and lead with both strength and gentleness as the church continues to live out its mission in a diverse and dynamic community."*

*"A pastor who genuinely shepherds people and ensures no one falls through the cracks."* At Northwood, pastoral care is lived out through the whole body—through relationships, teams, and shared responsibility. The Senior Pastor helps shape that culture by modeling a shepherd's heart, setting clear direction, and equipping the church to care well for one another. We see this lived out in Robert. He brings a deep pastoral instinct, a genuine concern for the spiritual and personal well-being of people, and a clear understanding of how a healthy church functions together to ensure individuals are seen, supported, and cared for.

*"As an empowering pastor this person will trust others with real responsibility, offering encouragement and guidance and celebrating their personal growth and ministry impact. By fostering a culture of discipleship and shared leadership, the pastor helps the church thrive as a body where everyone plays a vital role."* In a time of transition, it's natural to hope that a new leader will steer the body toward our convictions and comfort zones. In Robert, we observe a leader who begins with a posture of listening. He desires to lead with a focus on Scripture. His personal style is thoughtful, incremental and collaborative. Core areas of focus for Robert will

be discipleship, scriptural depth, lay-leader development, and long-term health of the body. He respects Northwood's ministry and governance structures and the congregational process that directs them. In a time of turbulence within the church and within our culture, Robert will engage complex issues thoughtfully and prayerfully with a repeated emphasis on humility, unity, and collaboration.

We, as the Senior Pastor Calling Team, are grateful that God has provided a candidate that is capable of meeting the needs of Northwood Church, by God's grace and direction. We endorse Robert's candidacy to be our next Senior Pastor and we encourage you to support his affirmation.

With hope and anticipation,

Tawnya Fiedler, chair

Elias Agbazahou

DeAnne Latterell

McKinzie Loscheider

Deanne Lucas

Christopher Moore

Josiah Van De Steeg