

Pastoral Ministry Description

Title: Lead Pastor

Purpose: To provide spiritual and pastoral leadership to the church in the ongoing discovery and fulfillment of our Purpose, Values, and Vision (Vision). He serves as the spiritual leader and primary facilitator for a coordinated ministry and has the responsibility of being the primary pastor-teacher. He will lead the church in "Helping People Find and Follow Jesus".

Role: The lead pastor must be viewed first as an Elder. He is a man of character* who has been engaged because of his spiritual maturity and leadership gifting. He will consistently demonstrate a passion for God, a Christ-like spirit, and dependence on the Holy Spirit. He models how to love and relate well with people both inside and outside the church.

While he serves together as one of the pastoral team, his key function is to provide strategic leadership to be an Authentic Christian Community, as expressed in our Ministry Model. As the primary preacher he will strive to teach and lead by word and example, and will emphasize both the understanding and the life application of God's truth.

Care will be exercised to ensure the lead pastor is not frequently asked to minister in roles that are unrelated to his primary calling.

Responsibilities: *Personal & Spiritual Health:* Maintain an intimate walk with God, and a healthy balanced life with family, friends, and community.

Vision: Lead in the discernment and implementation of our Vision, in partnership with the Elder Board and the church family.

Leadership: To coach and equip church leaders in their personal development and the development of their ministries. Initiate and lead in designing the Elder Board Agenda.

Preaching: Be the primary preacher/teacher who effectively communicates our vision, inspires hope, motivates people to take "the next step" with Jesus, and equips people for life and service. Oversee the weekend congregational services.

Administration: Oversee the development of the Ministry Plan and Annual Goals. Manage staff in the day to day ministry of the church under advice and counsel of the Elder Board.

Pastoral: Shepherd the Pastoral Staff and Elders. Participate with the Pastoral Staff and Ministry teams in the care of the church.

Responsible to: The Church, through the elected Elder Board.

Work closely with: Pastors, Elder Board, Staff, and Ministry Team Leaders.

* 1 Timothy 3: 1-7, Titus 1: 5-9, 1 Peter 5: 14, Acts 6:4

Pastoral Profile

We have recently completed a refocusing process to gain understanding of how God has led us in the past, where we believe His Spirit is leading us now, and how He is directing us to fulfil that vision together. We believe God will meet our current needs by providing a Lead Pastor who is uniquely gifted to guide us in this new chapter of our journey. We are looking for a man who exhibits the following characteristics, skills, and gifting.

Personal & Spiritual Health:

1. Intimate Walk with God
 - a born again Christian who experiences a healthy relationship with God and maintains true spiritual disciplines
 - motivated and energized by a conviction of God's call to ministry
 - periodically seeks times of personal renewal where his perspective can be restored and God can be heard
2. Healthy Balanced Life
 - knows his strengths and limitations and is able to set personal boundaries in order to prevent burnout
 - if married, enjoys his wife's full support in a shared love for the church, and a shared agreement on their respective roles and involvement in ministry. They model wholesome (not perfect) family life and deliberately protect their time so as to maintain healthy balance.
 - is well rounded with interests, hobbies, and friendships beyond work

Vision:

1. Leads in the discernment of our Vision
 - is passionate about helping people find and follow Jesus
 - guides the ongoing development of our Vision, and believes in God's capability to do great things through the church
 - effectively communicates the value and importance of our Vision
 - generates an effective team spirit and collective ownership of our Vision
2. Leads in the Implementation of our Vision
 - able to identify the steps for a successful implementation process
 - able to roll out the actual implementation
 - able to evaluate and adjust once implemented
 - open to partner with other churches or agencies in meeting community needs

Leadership:

1. Coaches and equips the staff and church leaders
 - effectively builds relationships and works well with a wide variety of people
 - utilizes the giftedness of others and encourages them in their service
 - trains pastoral staff to implement our Vision in all ministry areas
 - ensures roles and responsibilities are clearly defined and understood
 - resolves conflict biblically, constructively, humbly, and with grace
2. Initiates and leads in designing the Elder Board Agenda
 - discerns priorities for current ministry development
 - coordinates with the moderator to have the Elder Board advise or approve applicable ministry plans in a timely manner
 - able to listen as well as lead

Preaching:

1. Is the primary preacher/teacher
 - enjoys preaching and is a gifted primary preacher/teacher
 - makes sermons relevant to daily life and motivating for spiritual growth
 - presents the gospel in a clear, compelling manner
2. Oversees the weekend congregational services
 - ensures everything from the pulpit is doctrinally sound
 - guides an appropriate balance in the purpose and content of services
 - encourages regular opportunities for corporate prayer

Administration:

1. Oversees the development of the Ministry Plan and Annual Goals
 - works with the Elder Board to design and implement an annual Ministry Plan
 - clearly identifies ministry and budget priorities
2. Manages staff in fulfilling the day to day ministry of the church
 - inspires staff to do their best
 - directs the work and ministry priorities of staff
 - delegates effectively, particularly in areas of personal limitation
 - conducts consistent performance assessments with staff

Pastoral:

1. Shepherds the Pastoral Staff and Elders
 - models meaningful pastoral care to the church leadership
 - supports and encourages them in their personal spiritual journey
2. Participates in the pastoral care of the church
 - provides pastoral care for major life events and responds quickly to crisis situations
 - ensures the provision of visitation, care, and prayer for people in need through staff or ministry teams
 - makes appropriate counselling referrals to applicable professionals

Personality Traits:

- is approachable and encouraging, assumes the best while not being naive
- enjoys seeing others succeed without feeling threatened
- approaches challenges as opportunities rather than obstacles
- able to manage the pressure of multiple tasks
- resilient in the face of difficulty
- flexible and adaptable

Requirements:

- a born again Christian able to lead by example
- agrees with our Statement of Faith
- holds a Master's Degree, or has equivalent experience
- ordained or qualified to be credentialed by the MB Conference
- proven effective in vision casting, leadership, and team building
- proven ability to communicate effectively
- proven ability to offer wise, biblical responses to current cultural and spiritual trends