

MINISTRY DESCRIPTION

Lead Pastor

Our Purpose Statement: “With God’s help, we aspire to know, live and proclaim the good news of Jesus Christ.”

Our Vision Statement: “We live to be transformed by Jesus Christ who makes our every encounter count.”

Our Stated Values: Love, discernment, servanthood, gospel-based ministry, relationship, building community, and developing and empowering leaders.

The Camrose Church of God Lead Pastor embraces the church’s purpose statement and priorities as the source for decisions made and activities pursued. The Lead Pastor holds the church’s vision statement as the guiding principle for prioritization of work and exemplifies the church’s stated values for standards of behaviours.

Additionally, the Lead Pastor provides spiritual oversight, casts vision and guides the spiritual life of the Church through exhortation and example. This Pastor is the primary preaching pastor. The Lead Pastor is entrusted with oversight of all ministry-related staff, including Worship Coordinator, Office Manager. The Lead Pastor consults with other church staff and Leadership Team on staff roles, and guides staff activities, professional development and team building. Our Lead Pastor is a primary liaison for church staff with the Leadership Team and is a primary liaison for the church body with the Canadian Church of God Ministries, along with the Connecting Pastor. Our Lead Pastor models the Spirit-filled, Christ-led personal and professional life.

ACCOUNTABILITY

The Lead Pastor is accountable to God and the Leadership Team.

STANDARD REQUIREMENTS

- Exemplifies a Christ centered life.
- Spiritually disciplined and maintains a strong devotional life.
- Credibly presents Christ to the congregation and community.
- Personally aligns with Church of God (Anderson) theology.
- Accountable, transparent and open to feedback.
- Maintains a healthy level of spiritual, physical, and emotional well-being.
- Keeps current and complies with applicable policies and procedures, practices, and regulations.
- Adheres to high standards of performance, professional relevancy, conduct, and attendance.
- Interactions are respectful, considerate, and cooperative; able to see others’ viewpoints/perspectives.
- Establish and maintain healthy relationships built on trust and respect.
- Leads and participates as a team member with other staff and church leaders.
- Passionate about the spiritual and congregational needs of young families and young adults.
- Models effective change management principles
- Implements principles of mutual respect, consideration, cooperation in conflict management
- Complies with safety, health, infection control regulations and practices.

PERSONAL ATTRIBUTES/SKILLS/ABILITIES:

- Exhibits commitment to the leading of the Holy Spirit in their ministry.
- Demonstrates experience and passion for discipleship initiatives.
- Possesses strong negotiation skills, conflict resolution, and people management skills.
- Values and pursues collaboration with other pastoral staff and ministry leads.
- Demonstrates a clear knowledge and understanding of scripture and is able to teach/mentor others as they grow in their understanding of the Truth.
- Demonstrates the fruits of the spirit (Gal 5:22-23).
- Demonstrates strong interpersonal skills, including written and verbal communication.
- Demonstrates a strong work ethic, complemented by an ability to balance work and personal life.
- Demonstrates computer competency and digital literacy.

WORKING CONDITIONS:

- See Camrose Church of God Staff Policies and Guidelines

PROFESSIONAL QUALIFICATIONS:

- Master's degree in an appropriate discipline is preferred, or a Bachelor's Degree, in appropriate discipline, with significant directly related experience.
- Eligible for ordination in the Church of God.

DUTIES AND RESPONSIBILITIES

- Provides Leadership Team with updates regarding all ministries of responsibility and ministry activities within the scope of the position.
- **Pastoral Care: 10%**
 - In keeping with the values, purpose and vision of the church, the Lead Pastor provides pastoral care and spiritual support/guidance to all members of the church, with a particular focus on those members who have young families and young adults.
 - Provides discerning and spirit-led mentorship and spiritual direction.
 - Provides pastoral counseling and spiritual direction as requested and as time allows
 - Provides the Leadership Team with feedback regarding specific needs/concerns of church members.
- **Staff oversight, performance management of staff and team building: 10%**
 - Builds the staff team into a cohesive unit with shared purpose, vision and values.
 - Directs weekly staff meetings
 - Share work assignments, concerns, prayer requests, challenges, celebrations
 - Study scripture
 - Pray together
 - Plan together
 - Plans and coordinates annual staff retreats for vision casting, shared understanding, fun
 - Draws in part-time staff in intentional and meaningful ways

- Holds responsibility for oversight of all ministry-related staff, including the Connecting Pastor, Worship Coordinator and the Office Manager.
 - Establishes mutually agreed-upon annual ministry goals, objectives and ministry plans.
 - Holds staff accountable for fulfillment of ministry plans
 - Intentionally pursues and invests in ministry collaboration with the Connecting Pastor.
 - Works in a collaborative, respectful way with the Leadership Team and other staff, modelling the values, purpose and vision of the church.
 - Works collaboratively with the Connecting Pastor in the provision of pastoral services such as: funerals, weddings, counselling, spiritual guidance, etc.
 - Supports staff
 - Listens to concerns, collaboratively problem-solves, fosters ownership of behaviours and responsibilities
 - Manages conflict management applying Biblical and time-proven principles
 - Manages staff
 - Develops a performance review system.
 - Conducts annual performance reviews for all paid staff.
 - Identifies areas for improvement and job challenges. Mutually agrees upon strategies for improvement.
 - Pro-actively discusses performance deficiencies when they appear; seeks clarification of challenges and identifies positive resolution strategies and plans.
 - In full transparency, documents performance deficiencies if discussed performance deficiencies consistently do not improve.
 - Seeks counsel and input from Leadership Team as necessary.
 - Seeks mediation as necessary.
 - Applies best practices in performance management principles collaboration with Leadership Team, in accordance with established policies and reflective of our values.
 - Manages vacation schedules, leaves of absence, etc so that there are no gaps in service.
- **Vision/Purpose carrier/Value Promoter: 10%**
- Provides strategic direction for church ministries in alignment with the purpose, vision and values.
 - Leads the development and of a strategic vision for the future of the church
 - Reinforces the purpose, vision and values in all aspects of ministry:
 - In preaching and teaching
 - In verbal, written and social media communications
 - Through development activities with leadership, volunteers and congregation
 - Through staff development
- **Develops the body in outreach, discipleship and community: 35%**
- Develops discipleship within the congregation by providing leadership, mentoring, and support to discipleship ministries or initiatives in keeping with the values, purpose and vision of the church.

- Responsible to implement strategies and programs for young families and young adults which attract this demographic and meet their spiritual and communal needs.
 - Actively seeks feedback and participation of young families and young adults when developing programs to meet their needs
 - Intentionally inserts principles of discipleship, spiritual growth and active participation into programs and relational activities
 - Meets needs where they are at, comfortable with out-of-the-box thinking and activity that aligns with the church's purpose, vision and values.
 - Responsible for implementing and coordinating Sunday School, or Christian Education programs which achieve the same result as Sunday School, for young families and young adults in spaces/contexts which resonate with them. As applicable:
 - Recruits class leaders
 - Designates class space
 - Reviews class curriculum
 - Provides supports and resources as needed
 - Responsible for oversight of youth ministry in terms of ministry evaluation, recruiting ministry leads, and providing support to youth ministry leads.
 - In coordination with the Connecting Pastor, responsible for initiating and managing programs and activities which increase the active commitment of the congregation to discipleship, sharing their faith and community outreach.
 - Responsible for children's ministries which may not fit into the category of Sunday School, such as nursery care, child care during church events as required, summer children's programs.
 - Establishes programs, plans delivery, recruits and/or delegates responsibilities for recruitment of childcare staff
 - Responsible to maintain a current and legislatively compliant vulnerable persons ministry protection plan.
 - Responsible for recruitment, or delegation of recruitment of eligible volunteers, for all programs within this portfolio. Responsible to seek assistance from Leadership Team, Connecting Pastor and other staff (as applicable) in recruitment activities.
- Applies recognized, relevant and current change management principles to culture change:
 - Fosters a culture that inspires personal, tangible investment in our brothers and sisters in Christ, the church body, the Camrose community and beyond.
 - Intentionally creates activities which foster a culture of intergenerational cooperation through shared experiences
 - Creates opportunities to increase appreciation of differences in Christian approaches which align with Church of God theology and the Camrose Church of God purpose, vision and values.
 - Creates safe places for all generations to share concerns in ways which ensures they are heard and validated.
 - Assists congregation in seeking alignment of their cultural values with the purpose, vision and values of the Camrose Church of God. This may look vastly different across generations.

- Alongside the Connecting Pastor and Leadership Team, participates in establishing and evaluating the effectiveness of the church's ministry activities.
- **Preaching: 30%**
 - In consultation with the Connecting Pastor, establishes annual preaching themes and schedule.
 - In consultation with Worship Coordinator, establishes schedule of special themes, services requiring additional resource, guest speakers, special events requiring media/sound/music, etc.
 - Communicates preaching theme and special events with all staff.
 - As a member of the Pastoral Team, the Lead Pastor will provide sermons based on God's Word and in keeping with Church of God theology.
 - Studies, prepares and provides three or four messages a month, or as directed by the Leadership Team.
- **Develop relationship networks and ministry with community groups: 5%**
 - Communicates and exemplifies the church's mission, vision and values within the community.
 - Demonstrates support for the various events at the church by attending and participating as time permits.
 - Ensures all of church's activities align with our purpose/vision/values (eg. Participation in Jaywalkers, leading worship in care facilities, garage sales, missions trips, etc.)
 - Maintains positive working relationship with Canadian Church of God Ministries
- Other duties as directed by the Leadership Team.