

Job Description and Expectations - Lead Pastor Barrhead Church of God (Barrhead, AB)

General Ministry Description:

- The Canadian Church of God Ministries (CCOGM) calls the Lead Pastor for an unspecified period of service to equip, motivate, and lead the Barrhead Church of God to fulfill its vision, mission, and values.

Purpose:

- The Lead Pastor shall work to accomplish the mission of the church, making more and better followers of Christ.

Accountability:

- The Lead Pastor shall be directly accountable to the Steering Committee / Elders Board.

Education and Experience:

- Minimum of a bachelor's degree or equivalent and have ministry experience
- A commitment to the theology, mission and values of CCOGM
- Fluency in and experience with Church Planting/ReStarting/ReVitalization would be an asset
- The Church of God is an egalitarian movement which welcomes applications from men and women for pastoral positions

Personal Qualifications:

- An intimate, mature and growing relationship with Jesus Christ
- Displays biblical character as evidenced by a Christ centered life, a continual pursuit of integrity and living above reproach, along with a demonstration of the fruit of the Spirit (1 Tim. 3; Titus 1; 1 Pet. 5:1-9; Col. 3:12-17; Gal. 5:22-23)
- Regular observance of spiritual growth practices and disciplines
 - Spends time in prayer and the study of God's Word on a daily basis
 - Committed to community
 - Committed to building communities on mission - a passionate desire to reach people with the Gospel of Jesus Christ coupled with tactfulness and grace
 - Involved in personal discipleship and is a life-long learner
 - Committed to Sabbathng - pursues a healthy work-life balance (works out of rest, taking one or two days off and away from work weekly)
- A servant heart and a positive attitude
- A contagious love for others, especially those who are not yet followers of Christ
- Works as a cooperative and collaborative team player - demonstrate ability to give and take direction

Role Requirements:

- **Catalytic Leader:** High energy, self-starter who not only gets things done, but makes things happen. Has a vision and creativity for developing engaging ministry strategies.
- **Cultural Architect:** Works to create a discipleship culture that promotes the mission, vision and values of the church.
- **Team Builder:** Recruits and develops teams of people to fulfill the mission of the church. Able to build and maintain teams of responsible people through personal recruitment, discipleship and coaching.
- **People Person:** Able to work with people of various temperaments, gifts, passions and backgrounds.
- **Multi-tasker:** High capacity, competent in managing multiple responsibilities simultaneously.
- **Communicator-Teacher:** Comfortable and articulate using various media in various settings to teach and communicate.

- **Implementer:** Able to define ministry goals and develop and implement strategies that accomplish the mission and vision of the church.
- **Model:** Provides a living example of spiritual, emotional, relational and physical health, engagement in the church and relationships, a biblical lifestyle, Christian character, healthy boundaries.

Ministry Responsibilities:

A. Direct Weekly Worship Gathering - 45%

- Oversee preparation and execution of worship service at the highest possible level of excellence
- Coordinate worship and preaching calendar - preach weekly (excluding vacation)
- Develop and disciple worship teams and preaching team
- Develop and coach all frontline ministries - hosts, greeters, ushers, visitor follow-up, etc.
- Develop engagement pathway, leading visitors to become committed followers and members

B. Build Core Ministry Team and Oversee Ministry Implementation – 20%

- Be a primary equipper and implementer of various ministries as they are developed
- Lead spiritual and ministry growth initiatives and equip ministry teams (worship, kids, youth, etc.)
- Report to and work with Council, keeping them informed regularly as to ministry needs, goals and plans

C. Develop Disciples and Discipleship Culture – 20%

- Develop, implement and oversee spiritual growth strategies aimed to disciple people who love Jesus, love people, and are learning to like Jesus, living His mission
- Create structures for discipleship groups (eg. DNA groups and Missional Communities)

D. Offer Visitation and Pastoral Care - 10%

- Develop a ministry that provides approachable and confidential relationships for all, welcomes and engages those who are new to the church
- Provide pastoral care in times crisis and need
- Plan and direct events: Premarital counseling, weddings, funerals, etc.

E. Pursue Personal Professional Development - 5%

- Stay current with ministry trends by tracking other church leaders, listening to sermons, reading books and periodicals, and attending approved conferences

Compensation:

- The Lead Pastor's salary will be established by the Elders Board each year following CCOGM compensation guidelines. Vacation periods, sick leave, insurance coverage and other benefits are indicated in the Employment Agreement.

Other Responsibilities

- Meet weekly with mentor / supervising pastor / cohort of colleagues as organized by CCOGM
- Ensure accurate records are kept
- Assist in preparing annual budget
- Participate in the local ministerial
- Participate in meaningful ways with the CCOGM

Occupational Provisions

- Designated office location
- Necessary equipment support (phone, computer, workstation)
- Ongoing pastoral development fund (conferences, periodicals, books)