

Hope Community Church

Senior Pastor

Mandate

The Senior Pastor will lead Hope Community Church to understand, embrace, and accomplish its mission to make disciples both locally and globally through the church's vision of engaging Christ followers in worship, community, and ministry.

Duties and Responsibilities

The essential duties and responsibilities of the Senior Pastor will be carried out with the collaboration of the staff team, ministry leaders, and volunteers. The Senior Pastor will provide effective leadership and oversight, and delegate responsibility as appropriate. These essential duties and responsibilities include, but are not limited to, the following: Teaching, Prayer, Leadership, Evangelism & Discipleship, Shepherding, and Pastoral Care. The Senior Pastor will work in conjunction with the Pastoral team, the Leadership Team (Board of Elders) and ministry leaders in the implementation of the mission and vision of the church.

This individual demonstrates core competencies in six categories:

1. Prayer

The Senior Pastor must have a personal reliance upon God through prayer. The Senior Pastor, through example, will encourage and facilitate the family of believers to be a praying community.

2. Teaching

The Senior Pastor will be the primary teacher for the church and will preach God's Word faithfully, according to sound doctrine, consistently expressing the central message of the Gospel in the Sunday morning messages. The Senior Pastor will be committed to the historical-grammatical exposition of Scripture and seek to present the teaching in a way that is relevant, authentic and personally applicable.

The Senior Pastor will:

- Preach at least forty Sundays within a calendar year.
- Communicate a preaching schedule to ministry staff and volunteers in order to coordinate their respective responsibilities as needed
- Plan preaching for all special services. (Christmas, Easter, etc.)
- Oversee the administration of the Believer's Baptism, Communion and New Believers classes

3. Leadership

The Senior Pastor will meet the qualifications for an elder as outlined in 1st Timothy, and is expected to be mission-minded for the lost. Over the next five years, the Senior Pastor will lead, guide and encourage Hope Community Church to accomplish and attain its vision (as laid out in the vision 2017-2022 document). An effective mentor and delegator, the Senior Pastor will, in partnership with the Pastor of Communications & Administration, lead and hold accountable all staff and ministry leaders.

The Senior Pastor will:

- Conduct regular and frequent meetings with the staff and ministry leaders, both individually and jointly, and work to assist and equip them in achieving and exceeding ministry objectives as defined by the Leadership Team (LT).
- Work with the Pastor of Communications & Administration to provide optimal functioning of administrative systems,
- Work with the Pastoral staff and LT to establish measurable objectives for all ministry leaders in keeping with the mission of the church.
- Work with the Pastoral staff and LT to coordinate and execute an annual church strategy, annual goals, and review of ministry objectives.

4. Evangelism & Discipleship

The Senior Pastor will demonstrate a lifestyle of personal evangelism and discipleship and oversee its application in congregational life.

- Support and evaluate existing outreach ministries and encourage creativity in the development of new outreach ministries.
- Encourage and motivate the church family to invite guests to various family functions
- In collaboration with pastoral staff and ministry leaders, coordinate people's involvement in ministry, and ongoing personal discipleship.

5. Shepherding

The Senior Pastor will lead members of the Leadership Team (Board of Elders) in nurturing and administering the overall shepherding ministry of the church.

- Partner with the elders in their visitation and shepherding efforts.
- Monitor ministry leaders' growth and leadership.
- Develop means and methods to:
 - a. Equip and train new volunteers to become ministry leaders
 - b. Cultivate the development of gifts within the body
 - c. Engage in personal and professional growth by being mentored and coached on a consistent basis.

6. Pastoral Care and Counseling

The Senior Pastor will be involved in pastoral care of individuals, couples, families, and groups as opportunities arise. The Senior Pastor must also recognize the importance of and have experience with Biblical Counseling.

- Seek to nurture the mental, spiritual and emotional health of the church family.
- Refer cases to Christian professionals when needed and provide appropriate follow-up.

Qualifications

- Have a vital walk with Jesus Christ evidenced by faithfulness, passion, fruit of the Holy Spirit, and an appreciation for God's grace.

- Have an understanding of, and be prepared to support and promote, the vision, mission, and values of Hope Community Church.
- Have a gift and a passion for preaching the eternal, inerrant, and unalterable Word of God as revealed in the Old and New Testaments.
- Practice personal one-on-one evangelism and discipleship and be committed to equipping others to do the same.
- Be committed to community as a key strategy for church growth and discipleship.
- Be committed to biblical pastoral counseling.
- Be an authentic communicator, easy to understand, and down-to-earth.
- Demonstrate a willingness and ability to share with others in a large group setting and one-on-one from his heart and life.
- Be humble enough to accept input from those he is leading, as well as be appropriately transparent with the many, and intimately transparent with a few.
- Be actively seeking to lead his family into relationship with Christ. The Senior Pastor's family should be supportive of God's call on his life.
- Possess a track record of personal management, leadership, and professionalism and have developed a personal model for Gospel-driven productivity.
- Proven commitment to delivering results, leading change, and motivating a family of believers.
- Work independently, demonstrating the highest levels of integrity, maturity, and ability to self-manage and self-monitor for the successful accomplishment of the requirements of the position.
- Have proven ability establishing collaborative and productive working relationships with a range of personalities and various groups to achieve common goals.
- Recognize emerging needs of the congregation and identify and operationalize solutions to meet those needs.
- A practice of identifying and setting priorities while managing multiple tasks and competing demands on time.
- Ability to balance the big picture with efficient and accurate attendance to details
- Maintains confidentiality as required by working with personal information about staff, members and friends.

Education and Experience

- Completion of at least a Bachelor's Degree, and 10-12 years ministry experience.
- Ideally, have a minimum of five years of pastoral and teaching experience in a multi-staff church/para-church setting
- Experience with and demonstrated competence with general office administration, including working with budgets
- Proficiency in Microsoft Office (Word, Excel, Outlook, PowerPoint). Basic understanding of Microsoft Access would be an asset.
- Proficiency in English; proficiency in French would be a strong asset
- In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. All qualified candidates are encouraged to apply.