

## Lead Pastor Profile

Pacific Community Church (PCC) is prayerfully seeking God's appointed Lead Pastor to guide our congregation. The successful candidate is a strongly gifted, biblically based preacher, who enjoys building deep congregational relationships. They will have a heart to grow the ministries and outreach efforts at PCC and will lead our church in the pursuit of its strategic goals. Along with other lay and staff leaders, they will provide visionary leadership for the church, being a key champion of the church's mission and vision.

The Lead Pastor will ensure that the executive and operational aspects of PCC's governance are carried out in conjunction with the Board of Elders. They will provide spiritual and pastoral leadership and general oversight to the ministries of PCC, in keeping with the Board-approved mission and ministry strategies, all for the glory of God and the building up of the church body.

### Primary Responsibilities:

- **Preaching (45%):** provide directional, visionary, and innovative leadership for worship and ministry at PCC
  - An effective communicator that has been entrusted with the gift of preaching, accurately taking the whole word of God and providing avenues of application that the congregation understands
  - Remains deeply reliant on the Holy Spirit in preaching rather than solely in one's own professional techniques
  - An evangelistic heart that boldly and clearly speaks the message of Jesus to those who need to hear
  - Speaks direction into the planning and leading of the entire worship life at PCC
- **Leadership/Discipleship (30%):** shepherd the values and vision of the church and the spiritual formation of the congregation and staff
  - Nurture and communicate the vision, purpose and values of PCC to all staff, leadership and church family
  - Encourage the success and growth of ministry by overseeing the development and empowerment of staff and lay leadership
  - Lead the staff through appropriate direction, supervision, evaluation, counsel, care and accountability
- **Pastoral care (15%):** provide pastoral care for the PCC congregation.
  - Provide care for spiritual, emotional and physical needs, as appropriate, in partnership with other church leaders
  - Provide minor counseling and referral to professionals for those needing more extensive counseling

- **Personal growth (10%):** devote time to own spiritual, mental, and physical well-being
  - Develop annual professional development and personal growth plan that includes courses and workshops as appropriate

## **Key character qualities, competencies, and leadership style:**

The following character qualities, competencies, and preferred leadership styles are identified as important for effective pastoral leadership within our congregation. We recognize that no one person will be strong in all of these areas; however, collectively, they describe both values and skills that are desirable for our church at this time and into the future. We also recognize that every pastoral leader is a “work in progress” throughout their ministry life and is on the path to becoming more and more like Christ.

### Character Qualities:

- **Integrity:** reliable, trustworthy, and keeps promises
- **Compassionate:** sincere love and concern for people in the church and the community
- **Humility:** dependence on God that inspires others to do the same
- **Relational:** able to build strong relationships with others, asking effective questions and listening well, along with an ability to stay connected even in times of tension
- **Disciplined:** a life of spiritual growth, vitality, and prayer
- **Hospitable:** open to people, welcoming, and engaging
- **Courageous:** willing to take a stand when needed – not easily intimidated

### Competencies/Ministry Skills:

- **Preaching:** very strong skills to consistently preach authoritative, compelling Biblically-based messages
- **Leadership:** able to make decisions, to lead and inspire people to follow, to stay on course
- **Discipleship:** able to build into people’s lives, teaching them to grow in Christ-like maturity, and helping them to discern, develop, and deploy their spiritual gifts
- **Encouraging/Motivator:** able to nurture, build up, and inspire people
- **Team builder:** able to develop effective leadership teams, staff, board, and lay ministry
- **Equipper:** able to “equip the saints to do the work of ministry”
- **Collaborator:** works effectively with others to develop and implement plans
- **Teacher:** able to explain the Word and develop others who can teach as well
- **Community Minded:** experience and desire to see the church engaged in the community

Leadership Style:

- A leader who consistently motivates and inspires others
- A leader who coaches and trains staff, providing the tools needed for their success
- A leader who can make plans and follow them through
- A leader who listens to all points of view and is able to find a common ground solution
- A leader who prefers to collaborate, build consensus, and delegate effectively
- A leader who is not afraid to give direction to others
- A leader who is teachable and open to honest feedback
- A leader who is not afraid to be an agent of change
- A leader who can function effectively in a role that requires administrative and executive leadership

**Qualifications:**

- Licensed for ministry in the Christian & Missionary Alliance in Canada (or is able to successfully complete the licensing process as a part of this application process)
- Demonstrates a life submitted to Christ through lifestyle choices, words, and practice
- 10 + years of progressive leadership in a pastoral role
- Masters' Degree (or working towards one) in an appropriate discipline is preferred
- Ordained in the Christian & Missionary Alliance (or willingness to obtain ordination)