

Position Title: Lead Pastor

Church: Lakeview Community Church, Killarney MB

Reports To: Church Council (comprised of Moderator and Team Leaders)

Position Qualifications/Competencies/Gifts:

- Be Biblically qualified as one called of God according to 1 Timothy 3.
- Be Spirit-filled and godly, demonstrating the high priority of a right relationship with God, and respected as one having high integrity in words and life.
- Preferably have Seminary education, or Bible College training, and is encouraged to make studies a part of life.
- Subscribe to the Confession of Faith of the Canadian Conference of Mennonite Brethren Churches.

Ministry Responsibilities:

- We recognize the unique gifts that God has given each Pastor and encourage him to use his gifts to express his ministry to the body of Christ. The Lead Pastor shall carry out the ministry in the Church in five key areas as follows:

1. Preaching and Teaching:

- High priority shall be placed on the Preaching and Teaching Ministry.
- Ephesians 4:12-13 encourages the Pastor to prepare God's people for works of service that the body may be built up in the fullness of Christ.
- Take primary responsibility in preaching and organizing the worship services.
- In keeping with our belief in the priesthood of believers, he shall encourage and delegate involvement in the worship services through both leading and participation.

2. Pastoral Care:

- In his role as a shepherd, pastoral care of believers is an important and sensitive role. The Lead Pastor shall share the spiritual care of the members with the Visitation Committee and with them seek to minister sensitively and effectively to the needs of the body.
- Some areas of pastoral care would include: comforting in bereavement, officiating at funerals, pre-marital counselling, officiating at weddings, leading child dedications, contacting newcomers, visitation, and teaching baptismal classes. (With any concerns work with Church Council.)

3. Evangelism:

- Shall be modeled in lifestyle as making contact with pre-Christians and sharing faith stories.
- Community presence is strongly encouraged through a variety of functions and events recognizing the gifts of the Lead Pastor.
- Promote instruction of evangelism to equip the believers to be more effective in reaching out to their friends.

4. Counselling:

- As we move to a more complex society, counselling has become more important as a role of the Lead Pastor. Whether informally through conversation or formally through pre-arranged sessions, the Lead Pastor engages in counselling according to his gifting. He is encouraged to refer people to professional counselling, when he perceives more intensive counselling is needed.

5. Administration and Leadership:

- The Lead Pastor working together with the Council shall help define the church goals and help lead to implementation of them.
- The Lead Pastor is a member on Council, but without voting privileges.
- As each Ministry team meets, they may involve the Lead Pastor in their discussions and planning.
- Administration duties could include: oversee preparation of the bulletin, help with special services (Deeper Life and Missions Conferences), co-ordination of speakers, conference attendance, attendance at local Ministerial meetings and involvement.

- The Lead Pastor is responsible for the preaching ministry of the Church, and shall speak approximately 75% of the time. He may take one weekend per quarter off, with no involvement in the worship service of our church. This may be used to rest, visit family, or to take speaking engagements. Other outside speaking engagements may be taken as authorize and endorsed by Council.
- He also is responsible for equipping people in the congregation in various avenues of ministry (based on the model of Eph 4:11-12).

Administrative Responsibilities: The Lead Pastor shall:

- Be accountable to the congregation through the Church Council.
- Have a Mentoring relationship with Associate and all other staff.
- Review annually, together with Church Council, the areas of pastoral ministry.
- Draw up a schedule of regular office hours together with Council of at least ten hours per week. This schedule is to be published in the bulletin.
- Oversee coordinating interviews with potential new members, having Church Council members be the interviewers.