

## **Victoria Christian Faith Church**

### **Job Description for the Lead Pastor**

Victoria Christian Faith Church (VCFC) is a relatively young church in Victoria, BC. Our current lead pastor is departing on excellent terms and his replacement will be joining a small but vibrant church. We're a diverse but close-knit congregation eager to spread the Word of God and to grow our Christian community. The ideal candidate for lead pastor will be a man or woman who comes full of energy to reach out to Victoria in a loving, welcoming way and to lead VCFC into its next chapter.

**Job Title:** Lead Pastor

**Reports to:** Board

**Supervises:** Ministry directors, Volunteers

#### **Job Summary:**

The lead pastor will be the primary spiritual leader of the congregation, who will discern and implement God's direction and purposes for VCFC, in conjunction with the church board. The lead pastor will lead by example and will be effective in the areas of preaching, pastoral care, teaching, staff oversight, training, leadership development and personal example.

VCFC is a small church and this position is initially part-time (20 hours / week). The position has the potential to grow into a full-time position as the church grows.

#### **Qualifications:**

- A heart to serve God and the motivation to guide His flock toward spiritual growth, discipleship and Godly living
- A combination of at least four years of seminary education and/or pastoral experience
- A tolerant theology and outlook, welcoming a diversity of views within the congregation

- A theology that is grounded in Biblical truth, avoiding both legalism and the imposition of secular philosophies on Biblical teaching
- An approachable, friendly, caring personality with the ability to listen
- The ability to speak clearly, as a large portion of the VCFC congregation has English as their second language
- Experience leading and organizing a team of ministry leaders (both professional and volunteer)
- Prior service as a Baptist spiritual leader is an asset but not required; prior service as a Christian leader of any denomination will be welcomed as an asset
- A graduate degree in theology/divinity/ministry is an asset but not required
- Ordination is an asset but not required; VCFC would be willing to support the process of ordination through the Baptist General Conference of Canada

### **Responsibilities:**

#### 1. Bible-based and Practical Preaching and Teaching

A. Preach during most services, proclaiming the Word of God and serving as the primary teacher of the Scriptures.

B. Be creative in connecting spiritual principles to practical concerns, making those principles accessible to new as well as mature believers.

#### 2. Leadership

A. Be a servant leader and demonstrate the ability to work well in a team setting and foster a culture of teamwork.

B. Lead by example, provide guidance and counsel, ensure accountability, and give direction and encouragement to board members, volunteers and the congregation.

- C. Foster church unity.
  - D. Foster a culture of developing, training and mentoring ministry directors and volunteers.
4. Discipleship and Evangelism
- A. Draw unbelievers to God by sharing the good news and love of Jesus with them.
  - B. Help to provide biblically-based strategies for discipling believers to maturity in Christ. This includes ensuring that new attendees and/or those interested in baptism and/or membership will attend an appropriate course (e.g. Alpha, etc.).
  - D. Ensure that newcomers and visitors to VCFC are welcomed and included in the life and ministry of the church.
5. Pastoral Care
- A. Demonstrate a relational style that is friendly, available, and encouraging.
  - B. Provide pastoral care to those who are sick or in personal crisis, through visitation, counselling and prayer. When necessary, provide referrals to professional Christian counsellors.
  - C. Be available to conduct baby dedications, weddings, funerals, baptisms and communion.
6. Administration
- A. Foster caring relationships with ministry directors and volunteers.
  - B. Participate in board and church business meetings.

- C. Be familiar with the constitution, bylaws, statement of faith, and membership covenant of VCFC. Be acquainted with the BC Societies Act.
  - D. Help the church board establish directives and policies necessary for the proper functioning of the church.
  - E. Be aware of the monthly financial statements, and ensure expenditures remain in line with the annual budget.
  - F. Follow up promptly to communications from the board, ministry directors and congregants.
7. Community Involvement
- A. Develop relationships with other pastors, churches and Christian ministries in the community, and join in common projects where appropriate.
  - B. Promote VCFC's involvement in the community at large.
8. Denominational Involvement
- A. Communicate and cooperate with the District Minister of the British Columbia Baptist Conference (BCBC), and the Executive Minister of the Baptist General Conference of Canada (BGCC). Be aware of denominational developments and relay these to the church board and congregants.
  - B. Be in support of BCBC and BGCC, and in agreement with the BGCC affirmation of faith, pastoral code of ethics, and statement on marriage.
  - C. Attend annual general meetings of BCBC whenever possible.
  - D. Become credentialed with BGCC.
  - E. Receive a certificate to perform marriages from BCBC.

Any interested candidates can send an introductory letter and resume via email to [vcfc10816@outlook.com](mailto:vcfc10816@outlook.com)