

# **Cariboo Bethel Church**

## **Lead Pastor - Job Description (March 10, 2024)**

### **ESSENCE OF THE ROLE**

As the Lead Pastor of Cariboo Bethel Church (CBC) you will provide leadership as we seek to understand and live out the gospel, encouraging spiritual growth among our church family, and following the Holy Spirit as He leads us into ways of loving our community. You will primarily provide oversight and guidance to the core leadership team and teams of volunteers that serve at CBC, proactively raise up leaders from our local church body, and regularly preach Sunday mornings.

### **ABOUT YOU**

You are a passionate follower of Jesus Christ, as is evidenced by the fruit of your life. You have experience leading and shepherding a local church body and know what it looks like to create disciples from all walks of life. You are deeply collaborative and have a track record of identifying the potential in others and raising up leaders. You are an experienced teacher/preacher who thoughtfully engages with the Bible, prayer, and leading of the Holy Spirit as you prepare. Others describe you as a person marked by integrity, steadiness, wisdom, and discernment.

### **KEY RESPONSIBILITIES**

#### **People Leadership**

- Build and guide healthy functioning teams in each area of responsibility, with a heart of pastoral care and coaching. This includes but is not limited to the Core Leadership team, paid staff, and volunteer ministry leaders.
- Foster an environment of trust, openness, vulnerability, and clear communication.
- Proactively recognize the potential in others and create strategies to identify and develop leaders. This could include developing and coaching a team of preachers/teachers.
- Oversee the training and direction of Interns and Pastoral Apprentices.

#### **Operational Leadership**

- Oversee the development of all staff/ministry budgets.
- Lead regular Core Leadership team meetings, ensuring team members have necessary resources and support to lead their portfolios. Create and manage accountability structures as required.
- Lead staff team by providing guidance, regular performance feedback, development of job descriptions, and input for personal/professional development.

#### **Sunday Gatherings**

- • Oversee the planning, creative development, and coordination of Sunday gatherings, including all major holidays. Work in close collaboration with all key Sunday leaders, including emcee team, worship team, greeting/usher team, and teaching team.
- • Serve as the primary preacher and teacher for Sunday gatherings. Partner with the Elders to discern preaching/teaching topics.
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#### **Discipleship and Pastoral Care**

- • Lead with a focus on discipleship as a core value. Model, clearly define, and regularly teach about biblical discipleship to the CBC leadership and church family.

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- Provide initial pastoral conversations with the goal of referring to appropriate resource whether inside or outside the church.
- Facilitate newcomer gatherings and baptism/membership classes.
- Steward pastoral opportunities such as weddings and funerals as time and relationships allow.

### **Eldership**

- Serve the church in the full capacity of an (non-voting) Elder.
- Develop of the elder agenda, in coordination with the Moderator.
- Serve as the key communicator of church vision, mission, values, and direction in coordination with the Elders.
- Provide primary oversight of theological integrity and practice of the church and staff, in collaboration with the Elders.

### **Conference and Community Relationships**

- Participate in the provincial and national MB Conferences as needed. Whenever possible we encourage spouses to accompany the Lead Pastor while traveling on behalf of the church.
- Provide pre-marital counseling as time permits.
- Serve as the primary bridge builder, communicator, and liaison with local churches and the pastor's fellowship.

### **Accountability**

- The Lead Pastor is directly accountable to the Elders in the performance of all duties.
- The Lead Pastor will participate in a ministry performance evaluation every 2nd year, including:
  - Feedback from elders, ministry leaders and other church participants
  - Goal setting for ministry development, performance improvement and personal growth
  - Job description adjustment if necessary

### **Direct Reports:**

- Core Leadership Team, which includes:
  - Office Manager (half-time staff)
  - Youth Ministry Lead (full-time staff)
  - Children's Ministry Lead (half-time staff)
  - Deacons Team Lead (volunteer)
  - Finance Team Lead (volunteer)
  - Facility Team Lead (volunteer)
  - 'Glocal' (Global/Local) Mission Team Lead (volunteer)

***ROLE REQUIREMENTS***

- Will have (or pursue) and maintain, credentialing as a pastor from the BC Conference Board of Pastoral Ministries.
- Strong visionary with proven ability to execute on vision.
- Displays mature and trustworthy communication patterns. Strong written and verbal communicator.
- Strong and effective preaching/teaching ability.
- Ability to work collaboratively with the ministry team members, other staff, and volunteers.
- Either ten years of ministry experience in a senior leadership position or ten years of progressive ministry leadership responsibility, this is a preferred requirement.
- Seminary degree or equivalent education, this is a preferred requirement.

***CBC LEADERSHIP AND CHARACTER REQUIREMENTS***

- Commitment to the vision and direction of Cariboo Bethel Church
- Evidence of spiritual maturity as demonstrated by healthy relationships, investment in personal discipleship journey, an ongoing relationship with a mentor or ministry coach, and involvement in the life of the church.