



FOREST GROVE COMMUNITY CHURCH

MINISTRY DESCRIPTION FOR THE POSITION OF LEAD PASTOR

April 13, 2023

I. **Position Purpose:**

To provide spiritual and pastoral leadership to the Forest Grove Community Church staff and congregation, specifically in the areas that help people move from engagement to development.

II. **Authority:**

The Lead Pastor is accountable to the Forest Grove Community Church Council to provide overall leadership to the staff and congregation. The Lead Pastor will supervise the Associate Pastor ([see Associate Pastor Job Description here](#)) to implement vision and strategic plan.

III. **Limitations of Authority:**

The limitations of this position are determined by the:

- Laws of Saskatoon, Saskatchewan, and Canada
- Bylaws of Forest Grove Community Church and the Saskatchewan Conference of the Mennonite Brethren Churches
- Statement of faith of the Mennonite Brethren Church
- Strategic ends and policies of FGCC as established by the FGCC Council
- The FGCC expectations for Pastors
- FGCC membership requirements
- Limitations specific to this position

IV. **Transformation in Christ:**

Our core purpose as a church is for 'transformation in Jesus Christ'. We strive to be a covenant community that loves God, disciples one another, and reaches out from the river to the ends of the earth (this is currently being reviewed).

Our commitment is to provide a safe and healthy environment for that to happen for all our staff, including this role. The expectation is for the Lead Pastor to engage in personal spiritual growth and dependence on Jesus, as well as participate in and contribute to a staff culture that experiences transformation in Christ together.

V. Description of Responsibilities and Authority:

Engagement (40%)

- Develop clear systems and programs that attract people to follow Christ and be part of FGCC. To do this the Lead Pastor will:
 - Lead the preaching and teaching ministry of FGCC through consistent Bible study, application, and prayer. To be the primary preacher (~75%). In teams, set preaching series and schedules. Develop a preaching team from staff and congregation.
 - Develop and oversee relevant ministry programs and the staff/lay people to lead them. Currently includes Family Ministries (Children, Youth, Young Adults, Seniors), Corporate Worship and Small Groups, etc.
 - Communicate and Engage congregation and staff in vision and direction.

Development (30%)

- The Lead Pastor shall work to develop members, adherents, and the community to follow Jesus through our discipleship steps:
 - Create Community
 - Experience and model Jesus' love
 - Train one another in obedience
 - Serve others and proclaim the gospel
- Working with our staff to implement our discipleship steps by engaging in our program ministries.

Leadership 30 (%)

- Through the vision of FGCC, the Lead Pastor shall:
 - Work with the Associate Pastor to develop a plan for discipleship, growth and local and global mission.
 - Work to implement vision and set direction that achieves the strategic plan of Council alongside the Associate Pastor.
 - Give overall leadership to staff, overseeing all Human Resource processes (for an organization chart, please contact our office).
 - Implementation of Ministry and staff plan as part of the staff they supervise.
 - Attend all Congregation and Council meetings and report back to staff on behalf of Council in collaboration with the Associate Pastor
 - Be in direct authority of the Associate Pastor.
 - Lead a process of accountability with staff that provides leadership, coaching and constructive feedback for growth and development.

Broader responsibilities currently include:

- Serve as part of the Personnel Resource Committee
- Oversee all FGCC Communication along with the Pastor of Worship and Community (website, email, social media, advertising)

- Regular Sunday morning service involvement
- Engage with The Gathering Lead Pastor in monthly planning and encouragement.

VI. Behaviors: *(Attributes/Qualities)*

- Passion to reach people for Jesus
- A mature growing disciple of Jesus Christ in line with 1 Timothy 3
- A sense of call from God to pastoral ministry
- A love for the Church and God's Kingdom work
- A love for multigenerational relationships
- Strong effective communication skills

VII. Competencies: *(A characteristic or behaviour which enables a person to deliver superior performance).*

- Servant leadership through strong relational, discipleship, and team building skills
- Strong vision casting – understanding mission, vision and values and effectively communicate and rally staff and congregation.
- Accountability - taking personal responsibility to achieve goals and holding others to account to do the same
- Change management – the ability to lead people through changes and decisions effectively
- Coaching and Development – developing people's potential by providing coaching, support and recognition.
- Collaboration – ability to work cooperatively with others to build and maintain mutually beneficial partnerships in pursuit of our mission, vision and goals.

VIII. Qualifications: *(A condition to be fulfilled which qualifies someone for a job or activity).*

- A post-secondary degree in related field of study - graduate degree in theology/pastoral ministry preferred
- Minimum of five years of experience in full time senior leadership church ministry
- Ability to work within the context of the FGCC pastoral team and the vision of the church as a whole.
- Required agreement with the Canadian Mennonite Brethren Confession of Faith and credentialing with the Saskatchewan Mennonite Brethren Conference

IX. Remuneration:

Remuneration is commensurate with the qualifications and experience of the individual and the current FGCC salary grid which is based on the assessment of competencies in the areas of knowledge, problem solving and scope of impact.

This general job description is open for annual review and evaluation by council.