

Job Description for Lead Pastor – Virden Alliance Church

Virden Alliance Church (VAC) is seeking a God-equipped male (family man) to fill the role of Lead Pastor.

Mission Statement: To be an authentic and active church, reaching and impacting our community for Christ.

Core Values: Meaningful Worship, Firmly Grounded in Scripture, Evangelism, Training/Discipleship, Encouraging Family, Prayer Focus, Missions Emphasis, and Caring Attitude Towards All.

Objective and Position Overview:

- Reports to - the Board of Elders (BOE), with accountability to the District Superintendent according to the denominational constitution.
- Plans and works with - the BOE, Associate Pastor, Ministry Leaders, and Administrative Staff.
- Primary role – To prepare God’s people to carry out works of service (Ephesians 4:11-13).

Qualifications and Skills:

- A passionate baptized follower of Jesus Christ with a deep personal faith and a passion for ministering to all.
- Bachelor’s degree or equivalent in theology or ministry.
- Experience in youth and children’s ministry leadership.
- Leadership and organizational abilities, to cast vision, develop strategies.
- Excellent interpersonal and communication skills, both written and verbal, with the ability to connect with children, parents, and volunteers.
- Ability to work collaboratively with ministry leaders and teams within the church
- Solid family lifestyle
- Conviction to Biblical truth being lived out in humility
- A clear calling to Holy Spirit-led service in ministry
- Agreement with the Statement of Faith of The Alliance Canada
- Ability to be licensed by The Alliance Canada
- Ability to complete the ordination process of and maintain credentials with The Alliance Canada

Spiritual giftings:

- Preaching and teaching
- Administration
- Discipleship
- Hospitality

Responsibilities of this position:

Preaching and Teaching:

- Provide ongoing preaching ministry in Sunday Morning Worship
- Provide instruction to those being baptized.
- Provide instruction to those seeking membership to our church.
- Continue ongoing teaching ministries to our church community.

Board of Elders

- Be in attendance at all regularly scheduled BOE meetings.
- Either chair all BOE meetings, or assist the chair to prepare agenda for BOE meetings.
- Work with the BOE in setting direction and overall vision of VAC

Vision and Leadership:

- Coordinate worship services in conjunction with worship leaders.
- Stay informed about emerging trends in family ministry, particularly those relevant to engaging young people effectively, and implement strategies accordingly.
- Provide visionary leadership to all ministry team, inspiring and guiding them in carrying out the mission of VAC.

Program Development and Implementation:

- Work along with current ministry leaders to create intentional avenues for the spiritual growth of the church family, incorporating various elements such as large group gatherings, small groups, events, and resources that assist families in their discipleship journey.

- Assist families with opportunities to serve outside of VAC and discover ways they can have a healthy and helpful presence in the broader community.

Volunteer Recruitment and Development:

- Collaborate in recruiting, training, and empowering a team of committed volunteers who are passionate about ministering.
- Collaborate in providing ongoing training, support, and mentorship to volunteers, equipping them with the necessary skills and resources needed to serve effectively in their roles.

Pastoral Care and Family Support, such as:

- Collaborate in cultivating a culture of care and support for families, offering resources, guidance, and encouragement.
- Collaborate in creating opportunities for families to connect, grow, and support one another, fostering a sense of community within the church.
- Be involved in regular pastoral visitation of our congregation.
- Interact with transients passing through our community.
- Visit those in hospital, long term care facilities, and be involved in Nursing Home Services.

Safety and Security:

- Maintain and regularly update safety protocols and procedures to safeguard the physical, emotional, and spiritual well-being of all—overseeing the full administration of VAC’s Plan to Protect policy.
- Comply with all relevant legal requirements, including child protection laws, and ensure proper background checks are conducted for staff and volunteers.

Administration and Growth:

- Oversee ministry administration tasks—website management.
- Collaborate with Ministries’ Leaders on additional responsibilities and projects as required to support the overall goals of their ministries.
- Give direction and training to ministry and administrative staff.
- Meet regularly with staff and volunteers to discuss issues relating to ministry and administrative affairs of VAC
- Be ex officio member of all church committees (Sunday School, Missions, Nominating Committee, Men’s Ministry, Women’s Ministry)

Continued Education:

- Attending seminars, workshops, and courses that develop personal growth for ministry.
- Read appropriate resources pertaining to ministry involvements.

Community Involvement:

- Represent VAC at District Denomination Forums and Virden District Ministerial Association
- Be a visible and active member in our community.
- Work with other ministry organizations – Youth For Christ, Turtle Mountain Bible Camp, etc.

Compensation:

Salary to be commensurate with education and experience as set out by the Midwest District of The Alliance Canada.

Application:

Individuals interested in applying for this Lead Pastor position may submit the following items, in confidence, to: search@virdenalliancechurch.com; cc: ds@canadianmidwest.ca

Application should include:

- A resume detailing how your education and experience fit the above-stated responsibilities
- Your personal testimony
- An explanation of your spiritual and leadership gifts and how you have performed in them
- Your philosophy of ministry
- Links to the videos of two sermons you recently preached
- Contact information for ~~3~~^{three} references—a supervisor, a colleague, and someone whom you supervised.

As per District’s Policy, the successful candidate will be required to supply a criminal record and vulnerable sector record check.

Thanks to all applicants but only those selected for an interview will be contacted.