

Job Posting - Lead Pastor

Our Mission

Our mission is simple: Loving God. Loving People.

Our Vision

To be a church that pursues the heart of God as we live out His transformational grace and to be a people characterized by passion for Jesus, authentic love for each other and compassionate care for our neighbour.

Our Values

Dig deeper and discover the values of the AVC:
(<https://abbotsfordvineyard.com/mission-and-vision>)

- It's about Jesus
- Passionate worship
- Generosity
- The foundations of scripture & prayer
- Authentic community
- Walking in the gifts of the Holy Spirit
- An outward-focused lifestyle of mission

The Opportunity

Our mid-sized church community has enjoyed a vibrant history of pursuing Jesus – always.

We are a strong community, intentionally outward focused, very creative and artistic, gifted with skilled and passionate worship leaders. We are seeking a Lead Pastor to join and lead us in this work, to expand on our history and walk alongside the community as we seek Jesus together.

We are looking for someone with a deep and intimate relationship with Jesus who demonstrates the fruit of the Spirit, has in-depth understanding of scripture, and passionately pursues the Holy Spirit's leading. The kind of leader we are looking for is not the traditional pastor who is most comfortable in a command and control environment. We desire a highly adaptive, connecting leader who thrives in a coaching and mentoring role and who embodies the philosophy of servant leadership without being shy about the mantle of leadership required for this role.

In addition to contributing in your uniquely gifted areas, the ministry challenge is to enable programs and initiatives that are, intentionally, strongly decentralized. Our goal is to establish a culture of "yes" that celebrates the passion and giftings of our very strong and mature community, with an expectation that everyone is here to play their part.

Ministry Description

Reporting to the Leadership Team, the Lead Pastor provides spiritual oversight, casts vision and guides the spiritual life of the Church through exhortation, teaching, and example. The Lead Pastor is entrusted with oversight of all ministry-related staff. The Lead Pastor consults with other church staff and the Leadership Team on staff roles, and guides staff activities, professional development and team building. Our Lead Pastor is a



primary liaison for church staff with the Leadership Team. Our Lead Pastor models the Spirit-filled, Christ-led personal and professional life that we yearn to disciple within our congregation.

Accountability

The Lead Pastor is accountable to God and the Leadership Team.

Personal Giftings & Requirements

- Exemplifies a Spirit-filled, Christ-centered life, demonstrating the fruits of the Spirit (Gal 5:22-23).
- Spiritually disciplined and maintains a strong devotional life.
- Credibly presents Christ to the congregation and community.
- Maintains a healthy level of spiritual, physical, and emotional well-being.
- Demonstrates characteristics of a Biblical leader.
- Authentic and transparent apprentice of Christ.
- Demonstrates consistent spiritual maturity and ability to nurture spiritual health in themselves and others.
- Leads, mentors, and participates with our teaching team of lay teachers.
- Ability to reflect and communicate theologically and critically.
- Aligns personally with Vineyard Canada theology.
- Exhibits commitment to the leading of the Holy Spirit in their ministry.
- Demonstrates experience and passion for discipleship initiatives.
- Demonstrates a clear knowledge and understanding of scripture and is able to teach/mentor others as they grow in their understanding of the Truth.
- Adheres to high standards of conduct, performance, professional relevancy, and attendance.

Pastoral Skills & Qualifications

- Interactions are Christ-like, respectful, and considerate, demonstrating humility and gentleness
- Leads, values and pursues collaboration with other pastoral staff and ministry leads.
- Demonstrates a strong work ethic, complemented by an ability to balance work and personal life.
- Possesses strong negotiation skills, conflict resolution, and people management skills, able to see others' viewpoints/perspectives.
- Visionary leadership.
- Accountable and open to feedback.
- Excellent communication skills (written & verbal).
- Exceptional interpersonal skills; establishes and maintains healthy relationships built on trust and respect.
- Minimum of 5+ years leading and managing a team.
- An affinity for missional theology.
- Proven track-record of 10+ years of impactful ministry leadership.
- Demonstrates computer competency and digital literacy.
- Master of Divinity degree preferred.

Areas of Leadership

- **Vision & Strategy** – Prayerfully work with the Leadership Team to discern a congregational vision and develop a strategic ministry plan to see this vision become a reality in mission. Lead the building of short range and long-term ministry plans in collaboration with the Staff and Leadership Teams that emerge from prayerful reflection, giving consideration to overall church direction, the needs of the congregation and opportunities for missional impact.
- **Program Development** - Oversee the design and implementation of a variety of initiatives and gatherings that seek to advance the strategic objectives of the mission. Direct spiritual life among the congregation by equipping congregants to pursue:
 - Personal spiritual growth and maturity,
 - Biblical knowledge, understanding, and growing wisdom
 - Faithful, impactful conversations about Jesus with friends, and by cultivating personal connection with our neighbours.
- **Management** – Lead a team of ministry staff and volunteer coordinators to provide overall leadership. Work with the financial team and financial processes to build budgets and monitor expenditures. Ensure compliance with church policies, standard operating procedures and administrative requirements to support a well-organized and functioning congregation.
- **Community Relations** - Network with representatives from local and national agencies to form partnerships for collaborative Christian mission. Serve as the ‘face’ of the Abbotsford Vineyard’s ministry. Interface with church leaders, other organizations and the broader un-churched community, in a manner that is consistent with the Abbotsford Vineyard and its mission.

A six-month probationary period will commence from the starting date. This job description is a starting point and subject to change, in order to meet the evolving needs of the people of the Abbotsford Vineyard Church.

While we thank all applicants for their interest, please note we will only be responding to candidates who have been selected for an interview.

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