



Lead Pastor Job Description

May 20, 2022

Title:

- **Lead Pastor**

Overview:

Since 1995 Winnipeg Centre Vineyard has been a vibrant and diverse community in Winnipeg's core area. We are called to be a worshipping community marked by the gifts of the Holy Spirit, authenticity, and an ever growing love for Jesus which compels us to pursue God's justice in our neighbourhood and beyond. We want to be like Jesus and see his Kingdom come in our lives and those around us.

The Lead Pastor models the values and practices of the Vineyard movement and will provide leadership to the church community, leaders and staff team. Preaching, teaching, pastoral and spiritual care, as well as leadership development are key areas of responsibility. The Lead Pastor is the primary communicator for WCV and is integral in articulating and catalysing our community's vision.

While this Job Description is for a Lead Pastor, we recognize there may be multiple configurations in which the responsibilities listed below are fulfilled. We are open to a job-share arrangement in which more than one individual shares one full-time position. Additionally, we are open to exploring the possibility of this position being filled on an interim basis.

Key Responsibilities:

Leadership

- **Team Leader.** Providing leadership to the Leadership Team (LT = Board of Directors and Pastoral and Lay Elders). Tending relationships with all core leaders in WCV (BOD, Pastoral & Lay Elders, Staff team, Ministry Directors, Coordinators, etc).
- **Staff & Ministry Development.** Work with department heads & coordinators to achieve mission and vision. Oversee ministry and support staff. Create and foster a culture of personal and professional growth. Lead staff meetings and team building events.
- **Vision Keeper.** Overseeing and coordinating the collaborative development and implementation of vision as determined by the Leadership Team. This includes taking time to be inspired, learn and grow. Vision casting, and teaching towards fulfilment of WCV's mission and vision. Keep teaching and preaching in line with a fully informed perspective of the Kingdom of God as taught in the Vineyard ("naturally supernatural", "already, not yet," non-religious but passionate about Jesus and his love for the world and

the Spirit's active engagement in the world.) while adhering the to the narrative arc evidenced in scripture.

- **Growth & Equipping.** Training and mentoring. Leadership development. Discipleship and leadership strategies and tracks within WCV. Strategic integration of the parts to the whole. Organizational management.

Preaching & Teaching

- **Preaching.** Primary communicator. Responsible for creating preaching and teaching trajectory - in alignment with Vineyard values and in general collaboration with LT. Lead and mentor Preaching Team and other new preachers.
- **Teaching.** Create trajectory of teaching in line with WCV mission. Work with other staff to create venues and regular rhythms for teaching (Emotionally Healthy Spirituality, Connection Class, Parenting classes, etc).

Pastoral & Spiritual Care

- Promote spiritual health, growth and maturity of community and leadership.
- Provide venues for pastoral care for those in the community.
- Conduct weddings, funerals and other rites of passage as required.

Administration/Communication

- Online and in-person articulation of vision.
- Oversee management alongside the LT.

Outside WCV Activities

- Tending to key relationships outside of WCV including Vineyard Canada, International Vineyard, Vineyard Himalayas, Mission efforts and local church expressions.

Professional Development & Personal Care

- Engage in regular learning events, prioritising Vineyard Canada events.
- Spiritual maturity - metrics can include meeting regularly with a Spiritual Director, Leadership Coach, maintaining accountability and emotional health, etc.

Skills & Personal Qualities:

- A vibrant and authentic faith in Jesus Christ demonstrated by service to the church and community.
- A commitment to spiritual and emotional health and growth.
- An ability to work within the vision of Winnipeg Centre Vineyard as evidenced in the "Core Practices" document and within Vineyard Canada's theology, posture and practice as outlined in the "Why Vineyard" material.
- A Demonstrated positive history within the Vineyard movement.
- Ability to mentor and disciple others and apply Biblical principles to your own life and the lives of those you lead.
- Care deeply about developing a community that worships authentically and engages neighbours in helpful and practical ways.
- A demonstrated sense of pastoral calling and gifting.

- An understanding of your own leadership and relational styles.
- Competent public speaker including both preaching and teaching.
- Organized and motivational with an ability to delegate and encourage others in their responsibilities.
- Ability to work within and lead a team environment.
- Completion or ongoing pursuit of a graduate degree in ministry is preferred (Mmin, Mdiv, or equivalent).
- Actively engaged in Spiritual Direction is an asset.
- Five to ten years of experience in a church leadership role is preferred.
- Emotional and relational intelligence.

Relationships:

- Reports to the Leadership Team.
- Direct reporting to the BOD Chairperson.
- Provides oversight to Staff Team.

Financial & Time:

- Full-time permanent position.
- Six-month probation period.
- Remuneration negotiable based on experience.

We Value:

- Leaders who lead as servants.
- Leaders who model their own discipleship through action.
- Leaders who are vulnerable and open.
- Leaders who walk in vulnerability in dealing with struggles.
- Leaders who pray and are diligent to discern the leading of the Holy Spirit.
- Leaders who can demonstrate God's call in their lives.
- Leaders who are described by others as self-aware, wise and inspiring.

To Apply:

- Please forward a cover letter and resume to: search@WCVchurch.ca.
- Should you be invited to participate in the next stage of the hiring process, we will be asking for three references, one from each of the following categories:
 - Current or recent leader you have served with.
 - Spiritual mentor.
 - Team member or co-worker.
- Applications will be accepted as received.
- Position will remain open until filled.