

Whistler Community Church (WCC) – Lead Pastor

Full Time

Role Summary

The Lead Pastor is a godly leader who reports to the Leadership Team and manages all paid ministry staff of the Church. The Lead Pastor must be qualified to function as an elder of the church ex officio. As a shepherd of Christ's church, the lead pastor is accountable to demonstrate the character qualities prescribed in 1 Tim 3:1-7 and Titus 1:6-9. Theological and ethical alignment with the Confession of Faith of the Canadian Conference of Mennonite Brethren Churches (CCMBC) and to Whistler Community Church's understanding of the requirements for eldership is also an expectation of employment. The Lead Pastor shall be a credentialed pastor with the BCMB or willing to become a credentialed pastor.

A. Leadership

1. Spiritual leadership of the church
2. In partnership with the Leadership Team and by engaging the congregation, develop and keep current WCC's mission and vision.
3. Oversight of all WCC ministry activities and of all paid ministry staff

B. Preaching

1. Lead Preaching Ministry to support WCC's mission and vision and to support WCC's spiritual growth and encouragement (Eph 4:12-13)
2. Exegete and research sermon content to support Preaching Ministry, including the delivery of sermons 3-4 weeks a month
3. Plan and maintain a preaching schedule for 3+ months, including the recruitment and maintenance of a network of trustworthy guest speakers to cover specific ministry needs and times when paid church ministry staff are unavailable to preach.
4. Oversee production of service videos for you tube channel

C. Discipleship

1. Provide support to the Executive Pastor in identifying and utilizing appropriate discipleship materials
2. Support the Executive Pastor in the oversight of Small Group (SG) Ministry, particularly the identification and development of SG leaders
3. In conjunction with the Executive Pastor, intentionally encourage new and existing attendees to serve with their God given gifts and mentor new leaders.
4. Work with Leadership team on the succession planning / onboard of leadership team members
5. Provide support to the Executive Pastor in providing both Baptism and Membership, as well as baby dedication prep classes.
6. Be an active participant or co-leader of a Small Group

D. Spiritual Care of the Church Community

1. Provide one-on-one pastoral counseling and refer to fully trained Christ-centered counselors when necessary

2. In conjunction with the Executive Pastor provide regular visitation to church members and attendees
3. Ministry outreach to broader whistler community, including connecting with irregular or past attendees to reconnect them to the Church community and support their spiritual growth
4. In conjunction with the Executive Pastor and Leadership Team, provide welcoming support for newcomers
5. Premarital and Marriage support counseling. Officiate at weddings and funerals
6. Maintain referral network of trustworthy counselors

E. Missions

1. Develop mission ministry strategy and engage congregation, supporting both local Ministries in Whistler, the broader Sea to Sky and also global ministries. Personally lead ministry events / trips
2. Maintain communication and prayer support for WCC's supported Mission ministries: N.A.I.M., S.T.E.P., Y.W.A.M. and Young Life
3. Oversee the Executive Pastor and WCC's Refugee Settlement Committee in the sponsorship of our refugee family

F. Oversight of Church Staff and Lay Ministry Leaders

1. Worship – Ensure that the Worship ministry team is meeting all worship ministry needs of the church and has adequate equipment, resources and licensing compliance in place to achieve worship ministry goals
2. Youth Ministry – spiritual discipleship of Youth Ministry staff, manage Youth Ministry staff and Youth Ministry content to ensure that WCC's Youth ministry has the spiritual support to achieve our Youth Ministry goals.
3. Adult Discipleship / pastoral care – ensure that the spiritual programs and resources assigned to support the church Adults, their spiritual discipleship and pastoral care needs are meeting the needs of the church (lead by Executive Pastor role)
4. Sunday School / Nursery / Welcoming / Thriving Moms / Pot Luck / Alpha etc. Ministries – support the lay leaders running these ministries, ensuring their spiritual and practical needs are met to ensure effectiveness of these ministries
5. Church administration – ensure all areas of church office administration are resourced and managed to support the needs of the Church staff.
6. Facility Management – ensure all areas of our Church facility management are adequately resourced and managed (lead by Youth Ministry Person) to ensure wise stewardship of church property to support ministry activities now and in the future . Work with leadership team around tenant selection to ensure tenants don't negatively impact WCC's ability to achieve our God-given mission and vision.

G. Leadership Administration

1. Ensure effective Leadership administration of the church, including regular attendance of self, paid staff and leadership team members at regularly scheduled leadership meetings. Work closely with Church Moderator in determining all meeting Agendas.
2. Plan annual leadership retreat and work with Leadership team to keep the WCC mission and vision current. Engage Congregation on Mission and vision.
3. Represent WCC at BCMB and CCMBC events
4. Prepare and compile AGM report
5. Review and revise church policies in partnership with Executive Pastor and with the approval of the leadership team

6. Participate in an annual review of all paid staff (including your own)

H. Communications

1. Public church spokesperson to community at large, media and law enforcement
2. Work with Ministry and administration staff to ensure weekly announcements, church emails and phone communications are managed in an efficient and timely manner

I. Qualifications and Experience

1. They should have a Master of Divinity (M.Div) minimum or Master of Arts in Christian Studies (MAC) and equivalent experience
2. They should have 5 years plus of Associate Pastor experience role in larger church or Lead Pastor role in smaller church