Westwood church
bringing Jesus into life

Westwood Church Ministry Description
Lead Pastor

Ministry Vision

Together at Westwood Church, our vision is to Bring Jesus into Life by becoming an increasingly healthy, vibrant and effective witness for Jesus in Prince George and around the world. We invite our church and community to:

- Discover who Jesus is,
- Build meaningful relationships with others on the same spiritual journey,
- Allow God to transform their thinking, values, and actions, and
- Partner with us to make a difference in the world.

Ministry Values

- Loving Relationships - We value loving and enjoying people just as Jesus did. Life transformation takes place through authentic, accepting, forgiving relationships that are marked by truth and accountability. Therefore, everything we do will be from a relational centre.
- Bold Outreach - We value compassionate ministry based on a bold, enthusiastic vision of reaching all people with the love of Christ. Lost people matter to God and therefore matter to us.
- Developing Disciples - We value the encouragement and development of believers to reach their full potential as God calls them by His Spirit. We recognize and celebrate Bible based teaching, and discipleship and leadership styles that mobilize and empower both individuals and teams.
- Sacrificial Service - We value serving others like Jesus served us. This means we are willing to serve God and others regardless of the personal cost.
- Grace-filled Excellence - We value ministry done well because it results in greater effectiveness and says to all that we truly care about them. People are always more important than the task but giving our best indicates how important they are.

Ministry Overview

The Lead Pastor is an active member of, and responsible to the Board of Elders. The primary responsibilities of the position include leading Westwood Church toward its mission and vision in four key areas: 1) Sunday teaching, 2) organizational leadership, 3) discipleship and leadership development of the Lead Team, and 4) strategic community partnerships.

Personal Profile

1) *Qualifications*
   a) Personal:
      i) A vibrant and growing Christian who lives and models the biblical qualifications for church leadership;
      ii) A clear expression of calling to lead pastoral ministry;
      iii) A supportive spouse (if married);
      iv) In agreement with the Mennonite Brethren Confession of Faith, familiar with and supportive of Westwood Church's vision and values; and
      v) Respected by both Christians and non-Christians.

b) Professional:
   i) Demonstrated success in leading a multi-staffed church with a team-based ministry model; and
   ii) Credentialed with the British Columbia Conference of Mennonite Brethren Churches (or to be completed within one year of date of hire); and
   iii) A minimum of five years' experience leading a ministry team.
c) Educational:
   i) Minimum of a Master's degree in Biblical, theological and/or Christian ministry training.

2) *Characteristics / Demonstrated Competencies*
   a) Strong relational skills – a people-oriented person, who:
      i) Conveys warmth and communicates love and concern in a genuine way;
      ii) Initiates conversation and naturally draws in outsiders; and
      iii) Has the ability to bring together diverse groups to work toward a common purpose.
   b) Strong written and verbal communication skills
   c) People-developing skills and a disciple-making approach to ministry - this person must have the aim and ability to develop (teach, equip, mentor) leaders into a united ministry force to make fully devoted and developed followers of Christ.
   d) Leadership skills – a person whose style is characterized by:
      i) Servant attitude;
      ii) An inspirer of people, with a positive orientation to life, reflecting a joy in and love for God and the church; and
      iii) A team person, giving evidence of having supportive and long-term relationships in ministry.
   e) Recognized teaching skills – a person who can prepare and deliver messages that are biblically accurate and are personally relevant, convincing and clear for both believers and unbelievers.
   f) Healthy balance between ministry, family and community.

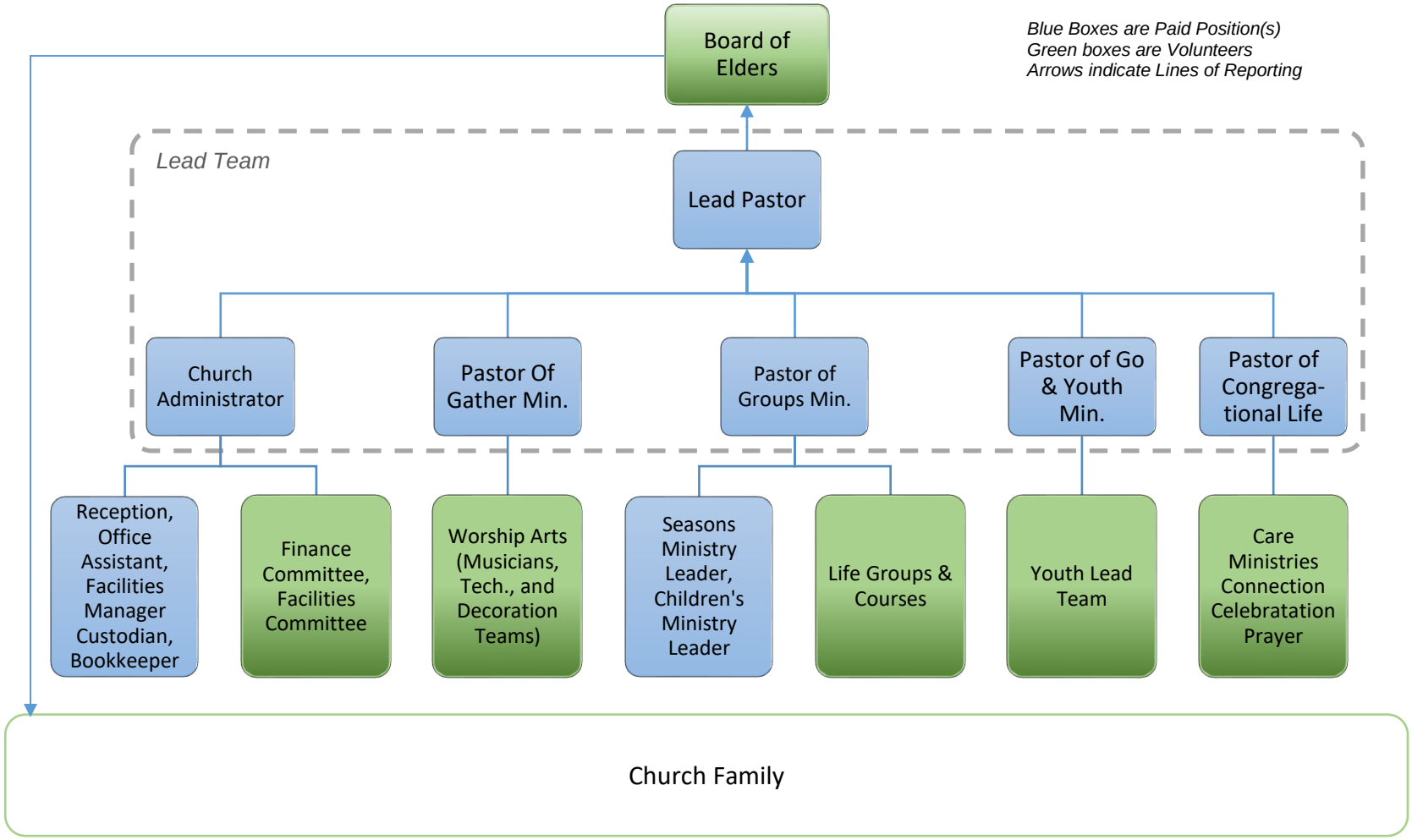
<u>Specific Responsibilities</u>

1) *Primary Responsibilities:*
   a) As an Elder and active member of the Board of Elders, and in collaboration, agreement and partnership with the Board, the Lead Pastor is responsible to:
      i) Lead in setting and implementing the church vision, and also the church-wide strategies to achieve the vision;
      ii) Oversee the theological and relational care of the Lead Team, and lead and model the ongoing discipleship and leadership development of the Lead Team (both individually and as a team).
      iii) Develop and lead an effective Sunday teaching ministry and partnering with staff to facilitate and plan services;
      iv) Encourage strategic relationships in the city, and develop new outreach opportunities as appropriate; and
      v) Give leadership to the Lead Team by encouraging and equipping each person to lead their Ministries in the development of specific strategies and objectives for their ministry areas.

2) *General Responsibilities:*
   a) To the Elders and Lead Team:
      i) Faithfully interact with and support the other staff members;
      ii) Support, pray, and contribute to a spirit of unity among the leadership team;
      iii) Put the good of the team ahead of any personal agenda; and
      iv) Participate in ongoing church and leadership evaluations (including a commitment to ongoing professional and spiritual development).

b) To the church family:
   i) With the Elders and Lead Team, consistently and effectively encourage, equip and challenge the church family toward living out the Greatest Commandment and the Great Commission; and
   ii) Provide leadership and wise counsel during our changing times and culture while staying true to biblical values.
c) To those outside of the church:
   i) Seek to understand the current culture, values, and perceived needs of those outside of the church; and
   ii) Faithfully represent the mission, message and person of Jesus to those who do not know or follow God.

See Next Page for Organizational Chart

Westwood church
bringing Jesus into life

Westwood MB Church - Organizational Chart