

## **SENIOR PASTOR JOB DESCRIPTION**

As the successful applicant, you will devote your full working time and attention to carrying out your responsibilities on behalf of Harvest Bible Chapel, and shall use your best efforts, skills and abilities to further God's Kingdom through Harvest Bible Chapel Niagara.

**Accountability:** You will report to and be a member of the Board of Elders.

### **A. Character and Conduct**

- Displays an authentic love for Jesus and people (Matt 22:37-39)
- Embodies the qualities of a Spirit-filled life (Galatians 5:22-26)
- Pursues holiness and humility (Ephesians 4:1-24)
- Models the biblical qualifications for church leadership (1 Timothy 3; Titus 1; 1 Peter 5)
- Commits to our 5 staff P's – Pray, Plan, Promote, Professional, Privileged
- Exemplifies strong self-motivation and diligence.
- Seeks to be organized, attentive to detail and excellence in all things.
- Embraces the doctrine and direction of HBCN.

### **B. Contribution**

The senior pastor provides spiritual oversight for Harvest Niagara. Primary among his responsibilities are to function as the principal preaching pastor, to lead the staff team, to serve on the elders' board, to encourage growth in all believers, to exemplify a mature life in Christ, and to champion the vision of the elders by upholding the mission, doctrine, pillars, and ministry strategy of Harvest Niagara.

### **C. Organization Description**

The focus of the ministry at Harvest is to glorify and honour God by fulfilling the mission the Lord gave His followers through the Great Commission (Matthew 28:19-20) in the spirit of the Great Commandment (Matthew 22:37-40).

We desire to make disciples of Jesus Christ who obey His commands as they Delight in, Devote to, and Display Jesus (3 Ds) (1 John 2:4-6).

### **D. Key Responsibilities**

#### Teaching & Leadership

- Regularly preach the Word of God in weekend services and schedule preachers for all off weeks.
- Develop other capable teachers and preachers of God's Word within the church.

- Ensure that the teaching of the church in all ministry areas is consistent with the doctrinal statement.
- Develop an annual preaching calendar for approval by the elders
- Support all ministries in the church through occasional teaching and training sessions.
- Serve other like-minded churches through coaching church planters, teaching, and speaking at conferences and churches.
- Oversee the development of the worship services conjunction with worship director lead [and team].
- Motivate and inspire healthy teamwork, good communication, and mutual respect both in and between the various teams.
- Manage the staff, motivating them to achieve defined personal & group objectives.
- Be involved in the hiring and dismissal of pastors and directors and other staff according to the hiring policy.
- Lead and participate in regular staff meetings including, but not limited to, monthly all-staff meetings, weekly pastor/director meetings, and executive team meetings.

#### Vision & Culture

- Continually seek God's will and direction for the vision and mission of Harvest.
- Develop, initiate, and drive the strategic vision of Harvest in partnership with the elders and leadership team.
- Communicate and model God's vision for Harvest, our mission and values clearly, passionately, powerfully and creatively — with staff, leaders, and attendees.
- Function as the chief culture officer, upholding and embodying Harvest mission, culture, and values at the elder, staff, and congregational levels.
- Encourage ministry in prayerful reliance on the power of God and ensure this is modeled, taught and practiced in church services.
- Establish a culture of service where God's love and mercy are shared with others.
- Champion the priority of prayer in the church, particularly with respect to corporate expressions.
- Make disciples.
- Oversee the effective running of all ministries in an integrated/united manner.
- Continually encourage opportunities to serve and develop, with the goal of seeing the spiritual growth across our entire church family.
- Oversee, alongside the elders, the equipping, training, motivating, and directing of ministry leads and volunteers.
- Seek to grow more disciples willing to serve faithfully in ministries to support the growing church.
- Ensure Harvest activities, events, and ministries are sustainable, well-led, and contribute to the vision.
- Responsible for the spiritual health and growth of the church.

#### Community Outreach

- Do the work of an evangelist.
- Consistently communicate the salvation message as part of their teaching.
- Equip people to make disciples so they can make disciples.
- Ensure Harvest contributes to the social needs of vulnerable people, the local and wider community and seeks opportunities to support mission within and beyond the Niagara Region and throughout the world.
- Ensure that the church is cultivating positive relationships within the city in such a way as assist the advance of the gospel.
- Link with pastors across the GCC (Great Commission Collective) family to maintain good relationships for the mission of spreading the gospel and advancement of His kingdom across the world.

#### Church Planting

- Cultivate relationships with potential planters and church planting partners (GCC).
- Develop strategy and process for church planting.
- Ensure there is a robust training process for equipping potential church planters.
- Provide pastoral care for church planters throughout the training process and once the church is planted.
- Communicate with potential church planting partners about planting opportunities.
- Identify funding streams for church planting.

#### General Pastoral

- Serve as an elder consistent with the governing documents, together bearing overall responsibility for the congregation in the areas of doctrine, direction, and discipline.
- Provide direct pastoral care primarily to the elders, staff, key leaders, and their families and secondarily to the congregation as a whole.
- Provide a helpful and welcoming point of contact for new people attending the church.
- Work with the global ministries coordinator to support our partnerships with our global and compassion agencies.

### **E. Qualifications**

#### Character

- Must be maturing spiritually (Colossians 2:6-7) consistent with our 5 pillars and 3 Ds.
- Must be increasing in the fruit of the Spirit (Galatians 5:22-23).
- Must demonstrate a servant's heart (Mark 10:42-45) and be teachable and humble (Philippians 2:3-7).
- Must be qualified as an elder (1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-5).

#### Competency

- Must possess a significant gift for preaching and teaching the Word of God.
- Must have strong organizational and relational abilities consistent with a pastoral leadership role.
- Must demonstrate initiative, creativity, and excellence in leading within the established vision of the elders.
- Must be a ministry builder and equipper (Ephesians 4:11-12) with skill in recruiting, developing, evaluating, and encouraging staff and volunteer leaders.
- Must be able to motivate and direct others toward a consistent, fruitful development of quality disciples.
- Must be committed to ongoing improvement, with an understanding of both strengths and weaknesses.

#### Chemistry

- Must be committed to the local church and active in building community (Acts 2:42-47).
- Must demonstrate an ability to relate well and work efficiently with the staff, the elders, and any volunteer leadership under his oversight.

#### Conviction

- Must be in full agreement with the Harvest's mission, vision, doctrine, foundational priorities, and ministry strategy and be convinced of their effectiveness in building the church.
- Must embody the Harvest mission and culture and lead the ministry in a way that is consistent with this approach.

#### Capacity

- Must be highly motivated and action oriented; a strong work ethic; a get-it-done kind of person.
- Must be willing to put in the hours necessary while maintaining a healthy personal and family life.

### **F. Compensation**

- Full time (50 hours/week)
- Salary to be determined based on qualifications and experience
- Family benefits package included
- Retirement contribution plan
- 3 weeks vacation plus a reading week
- Moving expenses to be determined

### **G. Commencement Date**

Fall/Winter 2020