



PASTOR

POSITION DESCRIPTION AND REQUIREMENTS

I. Position Summary

The pastor is responsible for the spiritual welfare, overall program, growth and life of the church. It is expected that the pastor will employ the giftedness of the congregation in fulfilling the vision and mission of New Life Ministries (NLM). Congregational involvement and commitment is very important to us as we seek to remain actively involved in serving each other and the community around us. The pastor will provide spiritual leadership in all areas of evangelism, discipleship and equipping the congregation for service, incorporating congregational leadership in all areas of ministry including preaching, counseling, discipleship and pastoral care. The pastor retains responsibility for the oversight and leadership of worship services and is expected to continue developing congregational leaders. Creating, communicating and coordinating vision will be a joint effort of the pastor, church membership and the NLM Board.

II. Church Culture

NLM church is located in the West End neighbourhood of central Winnipeg, Manitoba, Canada. The church is located in an inner-city community in which it has served since 1983. Our congregation consists of people from a wide background of life experiences. We minister to each other despite differences of race, education, literacy, addiction, health and economic situation.

We have a congregational size of about 40-50 believers and many curious believers/seekers who drop in for an occasional Sunday. In our relationship based ministry we value honesty, transparency and sharing each other's burdens in prayer and in practical ways. It is this grace filled authenticity that makes many feel our fellowship has a family-like atmosphere and is committed to the community around us. We own and care for approximately 100 residential rental units, a 250-person capacity theatre and an active café. NLM has a history of advocacy around issues directly affecting our community, which has earned NLM a unique role in the city of Winnipeg and beyond.

III. Major Duties and Responsibilities (in order of priority)

A. Effective Communication of God's Word

1. Equip the church body for serving God and each other through biblical teaching that instructs, challenges and encourages people to mature spiritually into fully devoted followers of Christ. (Ephesians 4:12 "for the equipping of the saints for the work of service, to the building up of the body of Christ;")
2. Provide oversight and guidance in the preaching and teaching of the Bible including the ordinances of baptism and communion.
3. Responsible for the oversight and leadership of all worship services, ensuring that the Sunday morning sermon has strong biblical basis and is relevant to the lives of the congregation.
4. Lead membership classes.

B. Pastoral Care

1. Conduct weddings, funeral services and child dedications for the congregation and the community when requested. It is expected that appropriate counsel be provided for the participants.
2. Provide counseling to the level of one's skills, gifting, experience and time for individuals, couples, and families. It is expected that referrals will be given where counseling needs exceed the resources or abilities of the pastor.
3. Provide addictions counseling to regular church attendees.
4. Assist with caring (pastoral care) for those who are sick at home, sick in the hospital, confined to an institution, serving a prison sentence, shut-in or journeying through a personal crisis.
5. Provide spiritual guidance and pastoral oversight for NLM employees, including the Ellice Café manager, Connect 2 administrator and Ellice Theatre employee. It is expected that the pastor would meet with these people at least once per month.

C. Discipleship and Leadership Development

1. Assist church leadership to create an environment for spiritual growth, maturity and purposeful discipleship.
2. Equip the congregation (all ages) for service (e.g. communion, preaching, leading “prayer and share”, music) by assisting individuals and groups in identifying and developing their spiritual gifts as well as learning and growing in useful skills that can be shared.
3. Guide those with leadership capacity as they grow into godly leaders. Provide opportunities for this group to exercise their potential while being in supportive mentoring relationships.
4. Nurture the creation and growth of care groups, prayer groups, small groups or bible studies groups.

D. Church Leadership, Vision and Strategic Planning

1. Provide leadership in updating the church constitution and creating an operating guidelines document.
2. Work with NLM Board and congregation to discover our church’s identity and direction in the next 2, 5, and 10 years.
3. Work with the congregation to identify gaps in ministry and help provide and implement creative solutions.
4. Network with other pastors and churches in the area to best serve the West End community of Winnipeg.
5. Maintain the church’s relationship with the community’s schools, businesses and associations. Visibility outside the church walls is important.

E. Administration and Other Responsibilities

1. Non-voting ex officio member of the NLM Board.
2. Maintain appropriate communication with church leadership and the congregation.

IV. Accountability

A. Self Care

Because of the nature of this unique ministry, wise management of resources and involvements is recommended. The regular connection with a mentor or spiritual director is condoned and encouraged. Appropriate boundaries are required to respect personal needs with regards to marriage, family, continuing education and personal time.

B. Congregation

The pastor must be aware and sensitive to situations or problems outside of their expertise, experience and knowledge. Guidance should be actively sought from appropriate sources as needed.

C. NLM Board

The pastor is expected to attend the monthly Board meetings and be on hand for emergency meetings as appropriate.

D. MBA (Manitoba Baptist Association) and NABC (North America Baptist Conference)

NLM maintains a good relationship with the MBA and the NABC. The pastor may be required to attend association and denominational meetings.

Relationships with fellow denominational ministers and the overseeing minister for our region are encouraged. NLM subscribes to the MBA and NABC doctrinal statements and theological positions.

E. Engagements outside of the church

The pastor may have opportunities to attend or speak at community events or meetings. There are many churches NLM networks with in the West End, Winnipeg, across Canada and beyond.

F. NLM Business Considerations

The pastor is not expected to take a leadership role in the business side of NLM external ministries. He is, however, expected to stay informed in these areas of community involvement.

V. Qualifications and Requirements

A. Must live in or move to the West End (specific boundaries exist) community of Winnipeg.

B. Have some experience in an inner-city setting.

C. Addictions and family counseling experience: familiarity with Alcoholics Anonymous steps would be helpful; familiarity with other counseling methods and training is suggested.

D. Male - following the credentialing requirements of the North American Baptist Conference (NABC).

E. Seminary education/further training/schooling and/or ordination are important.

F. Adherence to the Credentialing Guidelines and Code of Ethics of the North American Baptist Conference.

G. Must submit a current Child Abuse Registry and Criminal Record Check.

VI. Application Instructions

To apply for this position please send a paper or electronic copy of your resume to:

Postal: Pastoral Search Committee
C/O: New Life Ministries
514 Maryland Street
Winnipeg, Manitoba, Canada
R3G 1M5

Email: nlmsearchcommittee@gmail.com

Please include a contact email address with your application. You will be contacted via email once your application is received. The application closing date is Jan. 31, 2011. You will be informed of the status of your application no later than Feb. 28, 2011. For more info about NLM please visit our website at <http://www.winnipegnewlife.com/>.