

# Heritage Mountain Community Church

## Pastoral Profile

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In our search for a pastor, we are looking for a person possessing the following characteristics, recognizing that no candidate will have 10/10 in all the qualifications listed below. We are not looking for a “super pastor” who does everything. We are a church committed to working as a body, using our gifts together for God.

### In Personal Life:

1. Dependent on God
  - has a heart for God, His Word and His Kingdom work
  - leads an active prayer life
  - seeks times of spiritual renewal where perspective can be restored and God’s voice can be heard
2. Personally Balanced / Healthy Outlook on Life
  - grounded in the Faith, secure as a person, exhibits excellent relational skills
  - enjoys friendships outside of ministry and has outside interests/hobbies beyond work
  - if married, enjoys spouse’s full support, modelling a wholesome authentic family life

### In Leadership:

1. Equips, Empowers and Unifies
  - equips and releases people to carry out ministry
  - matches the gifts of people with ministry needs and opportunities
  - delegates effectively, particularly in areas of personal limitation
  - seeks to unify at all levels (Leadership Team, ministry teams, congregation, etc.)
2. Communicates Effectively
  - Biblically faithful, culturally relevant
  - Life-related preaching and teaching, based on Biblical principles
  - Actively listens; at ease one-on-one or with a large crowd
3. Leads in Vision
  - shares our Vision and stimulates new vision
  - promotes our Vision by effectively communicating and reflecting the Vision
4. Builds Team
  - works well with lay leaders and empowers them to self-organize
  - inspires team-building by identifying needs to be met and those gifted to help meet those needs
  - deals with conflict proactively, constructively, and tactfully with the ultimate goal of building unity
5. Appreciates the Value of Functional Structures and Systems
  - a leader, not a manager, and one who encourages frequent respectful feedback for him/herself and the Leadership Team
  - effectively plans so that as the church grows, the structure also grows
  - is comfortable working through others to lead and care for the Body of Christ

### In Relationships:

1. Relates to People
  - has a heart for unbelievers and a passion to reach out to the hurting

- communicates in a style that is understood by the unbeliever because s/he understands the perspective of the unbeliever
2. Responsive to Community
    - takes interest in the community and has a heart for it
    - able to partner with other churches, groups and agencies in meeting community needs
  3. Builds Relationships
    - is approachable, encouraging and empathetic
    - gets to know people (particularly leaders) on a personal basis
    - loves his/her flock by showing concern for church members; able to monitor the morale of people
    - makes others feel secure and comfortable in his/her presence

## Pastoral Ministry Description

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### **Function:**

The Lead Pastor will work with the Leadership Team (LT) to provide biblically based teaching, shepherding and overall leadership to Heritage Mountain Community Church.

### **Qualifications:**

1. Shall be an active and supportive born again member of Heritage Mountain Community Church.
2. Shall be filled with the Holy Spirit and demonstrate strong Christian disciplines in all areas of life (cf. Leadership Qualities listed in the HMCC bylaws).
3. Must have leadership, communication and administrative skills.
4. Should be willing and able to lead, organize, encourage and teach others.
5. Must be in agreement with the Mennonite Brethren (MB) confession of faith, philosophy, direction and style of ministry of HMCC.
6. Is Reliable (faithful, available and teachable).

### **Responsibilities:**

1. Overall responsibility for Sunday morning services
  - Ensuring Sunday morning services are planned and prepared for by all Ministry Teams
2. Sunday morning Preaching / Teaching
3. Vision casting – strategy and implementation towards the Vision
4. Selection and development of Pastoral and Administrative staff
  - Outlining of Job Descriptions
  - Providing direction towards roles, goals and development of staff
  - Monitoring of Staff / Pastoral performance including annual reviews
5. Identifying, developing and facilitating HMCC LT
  - Personal and Group meetings
6. Congregational care as needed (hospital, illness, visitation)
7. On-going Conference representation
  - Communication with MB Conference
  - Attendance of required conference events
8. Oversee the recognizing, tracking and follow up of 'new-comers' and visitors
9. Counselling – as needed and appropriate
10. Special services: Weddings, Funerals, Baptism
11. Co-ordination of facilities and Church venues:
  - Primary contact for renting Inlet Theatre
12. Primary contact to HMCC congregation and general public
  - Members / Congregation
  - Port Moody / Tri-Cities Community / Other Church bodies
  - Media