

# **Senior Pastor Position**

1. **Name of the church:** South Vancouver Pacific Grace MB Church (SVPGMBC)
2. **Denomination:** Canadian Conference of Mennonite Brethren Churches (CCMBC)
3. **Overview of church:** SVPGMBC is a Cantonese and English speaking multi-congregational MB church planted in 1995.  
[http://www.svpgmbc.org/intro\\_history.html](http://www.svpgmbc.org/intro_history.html)
4. **Position:** Senior Pastor

## **5. Role and Responsibilities**

### **Job Summary:**

The Senior Pastor is responsible for the overall ministry of the church. He/She monitors and develops the spiritual health of members within the Chinese Ministry, English Ministry, Youth Ministry, and Children's Ministry and is responsible for providing church vision, building up the leadership team, pulpit ministries, and administration.

### **Ministry Responsibilities:**

#### **5.1 Leadership Role with the Pastoral Staff**

##### **5.1.1 Shepherd of the Vision**

- To be the primary cultivator and communicator of church vision.
- To work with pastoral staff and the Deacon Board in vision development, ensuring that South Vancouver Pacific Grace Church (SVPG) continues to move in the direction that God has established, according to our vision statement and church characteristics.
- To plan with the pastoral team and complete an annual ministry plan that includes measurable objectives and targets, which will be submitted to the Deacon Board.
- To develop within the pastoral team awareness and understanding of the church's direction
- To review vision to ensure that proper support and emphasis is given where needed.

##### **5.1.2 Spiritual Leadership of Congregation**

- Preaching/Teaching
  - To minister the Scriptures in preaching and teaching. Sermons should be careful in its exegesis of the original words, culture and historical setting and relevant to the contemporary audience.
  - To oversee the pulpit ministry of the church.
- Prayer/Study
  - To be exemplary in prayer, study and devotional life.
- Missions
  - To guide the planning and coordinating of local outreach programs.
  - To help support, promote and arrange for mission work in the church.

### **5.1.3 Team Development and Care for Pastoral Team**

- To ensure the equipping and encouragement of the pastoral team.
- To conduct annual evaluations for pastoral team members, accompanied by deacon board representatives.
- To oversee, supervise and guide the pastoral team members in short-term goals and team development.
- To encourage and nurture the pastoral team in personal guidance and professional development.
- To ensure training and leadership development by the pastoral team for lay leadership is being provided.
- To ensure that systems of accountability and review are in place for all ministries.
- To be accountable for the overall health and effectiveness of the pastoral team and their ministries.
- To meet regularly with pastoral team members for mentorship, prayer and ministry updates.
- To give ministry updates to the Deacon Board

## **5.2 Leadership Role with the Deacon Board**

### **5.2.1 Hiring**

- In conjunction with the Deacon Board and Search Committees, the senior pastor is responsible for the hiring of pastoral team members, involving consultation with the present pastoral team and appropriate ministry team members.
- In development of new pastoral staff positions, the senior pastor will work with the Deacon Board in ministry planning and job descriptions prior to the implementation of a new position.

### 5.2.2 **Direction Planning**

- The senior pastor will be a resource and visionary with the Deacon Board and implementation teams, in the forming of future strategic long-range planning.

### 5.2.3 **Role on the Deacon Board**

- The senior pastor shall be a voting member of the Deacon Board, representing the pastors.

## 5.3 **Working Relationships**

### 5.3.1 **Evaluation**

- The Deacon Board will provide evaluations for the Senior Pastor.
- The senior pastor shall be evaluated in terms of his/her effectiveness in accomplishing the goals of the church, as his responsibilities in managing staff, maintaining staff morale and effectiveness, and assessing spiritual health
- Evaluation shall involve direct feedback from those who report directly to the Senior Pastor, and may include deacons and key participants in the church community.
- The evaluation process may involve an impartial third party, and/or confidential surveys.

### 5.3.2 **Position of authority**

- The senior pastor (or their delegate) will be one of the representatives for SVPG when attending BC and Canadian Conference conventions or meetings.

## 6. **Character Qualification:**

The Candidate must fulfill the character qualifications listed in 1 Timothy 3:1-7 and Titus 1:5-9, that is, spiritual maturity, holiness and blamelessness in every area of life.

## 7. **Position Qualifications:**

- M. Div. degree or equivalent from an accredited theological seminary of evangelical faith, is required
- Conversational Cantonese is beneficial
- An understanding of North American / Chinese culture preferred
- Adhere to Canadian Conference of Mennonite Brethren Churches and SVPGMBC Constitution, including statement of faith and bylaws.  
(<http://www.mennonitebrethren.ca/mb-beliefs/>)

Interested candidates can send their resume to:

Senior Pastoral Search Committee (ATTN: Emily Lai)

South Vancouver Pacific Grace MB Church

611 E.50th Ave.

Vancouver BC

V5X 1A9

Email: [careers.svpgmbc@gmail.com](mailto:careers.svpgmbc@gmail.com)