



EVANGELICAL
FREE CHURCH
of LETHBRIDGE

LEAD PASTOR JOB DESCRIPTION

THE EVANGELICAL FREE CHURCH OF LETHBRIDGE IS SEEKING A LEAD PASTOR TO GUIDE OUR CHURCH. WE INVITE QUALIFIED APPLICANTS FOR THE POSITION OF LEAD PASTOR WITH THE ABILITY TO DEMONSTRATE GIFTS IN PREACHING AND TEACHING, CARE AND EMPATHY, GOSPEL CENTRED LEADERSHIP, AND VISION DEVELOPMENT. THE QUALIFIED CANDIDATE WILL PROVIDE PASTORAL OVERSIGHT AND SHEPHERDING TO OUR CHURCH STAFF AND ACTIVE FAITH COMMUNITY AS WE CONTINUE TO LIVE OUT OUR MISSION OF MAKING DISCIPLES OF JESUS CHRIST.



WHERE ARE WE?

The Evangelical Free Church of Lethbridge (EFCL) is active in a city of 100,000 people, located in southern Alberta, 222 km southeast of Calgary.[1]



Lethbridge is a beautiful small prairie city with tremendous community pride. Located at the heart of a large trading area, only two hours from Calgary and one hour from the US border, Lethbridge sits on the doorstep of the Canadian Rockies and two UNESCO world heritage sites. Lethbridge has two modern post-secondary institutions – University of Lethbridge and Lethbridge College – a rarity for a community its size. Its smaller size, lower cost of living, and higher quality of life makes Lethbridge the community of choice for many.[2]



The city is further described as “one of those rare and wonderful places that manages to combine small city hospitality with big opportunities for exploration and fun. It is a highly progressive city that stays in touch with its roots, surprisingly diverse yet incredibly inclusive, with a bright future that springs from a fascinating past. For all these reasons and countless others, Lethbridge is a truly unique destination in southern Alberta.”[3]

[1] www.lethbridge.ca

[2] www.cmhc-schl.gc.ca/en/co/buho/seca/le/index.cfm

[3] www.exploresouthwestalberta.ca/city-of-lethbridge

Evangelical Free Church *of* Lethbridge

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WHO ARE WE?

IT IS BECAUSE OF HIS LOVE AND FAITHFULNESS THAT IN THE LAST 60 YEARS THE EVANGELICAL FREE CHURCH OF LETHBRIDGE HAS GROWN FROM A HANDFUL OF DEVOTED CHRIST-FOLLOWERS MEETING IN A SCHOOL TO A DIVERSE GROUP OF APPROXIMATELY 900 GROWING DISCIPLES MEETING TOGETHER WEEKLY. PRAISE BE TO GOD!

- As a community-focused church, we currently offer multiple Sunday services, complemented by community groups and mid-week programming for all ages and stages, support and care ministries, and special events throughout the year.
- Features of our church that remain unchanged and ingrained over time are our devotion to unity, gospel centred ethos, theology, prayer, commitment to families (cradle to grave), missions, welcoming spirit, innovative initiatives, and a growing maturity of believers.

THROUGHOUT OUR HISTORY, WE HAVE BEEN MARKED BY A COMMITMENT TO THE FOLLOWING CORE VALUES:

GOSPEL CENTRED FOCUS IN ALL WE DO

Because we are convinced that Christ is the hope for the world and the gospel is the power of salvation to those who believe, we will look for opportunities to declare and demonstrate the gospel wherever we are.

SOUND BIBLICAL THEOLOGY

Because we understand that God is already at work in our lives and in our world, we are dependent on the Holy Spirit to guide and teach us, through the transforming power of the Word.

LOCAL AND GLOBAL OUTREACH

Because we are compelled by love and convinced that the gospel is the source of renewal for our communities, country, and world, each of us will take personal and proactive responsibility to declare and demonstrate the gospel by inviting the lost and broken into community. As a body we will partner with other organizations, both locally and globally, to help people know and experience the transforming love of Jesus Christ.

IN ESSENTIALS UNITY; IN NON-ESSENTIALS CHARITY; IN ALL THINGS JESUS CHRIST

Because we care more about one another than issues not central to the gospel, we demonstrate passionate affection and costly allegiance to one another and care for each other in every age and stage of discipleship. We will be equally comfortable with messiness and excellence, recognizing that others may not always do things the way we would as we engage in Jesus' mission in community.

OUR LEAD PASTOR

LEAD PASTOR PROFILE

Our Lead Pastor is God's appointed Shepherd of the church and must be committed to a life of prayer and the study of God's Word. This will provide balance and wisdom for all you do. (Romans 12:1-2, 2 Timothy 2:15)

As Shepherd of the church, you must love people and devote your time to the work of the church, administration of the ordinances, and preaching of God's Word. You recognize the Church as the Bride of Christ and God's chosen means of working in the world today. This will provide purpose for you and the church. (Acts 2:42-47, Acts 20:28, Ephesians 3:10-11, Ephesians 5:23)

As Shepherd of the church, you must lead with moral courage, honesty, transparency, and integrity such that people are motivated by your example. This will provide direction and a future. (1 Timothy 3:1-7, 4:12-15, 2 Timothy 2:15, Titus 1:6-9)

LEAD PASTOR JOB DESCRIPTION

Spiritual FEEDING (Acts 20:27)

- Will be a preacher of God's Word, communicating the vision for Christ's Church with clarity, courage and passion.
- Will use the ability to communicate biblical truth clearly to all ages, relying on the power of the Holy Spirit to transform lives.

GUARDING (Acts 20:28, 29)

- Will keep watch over the flock with a bigger picture vision.
- Will guard as directed through the Word and the Holy Spirit, in cooperation with the Board of Directors, staff, and church family.

CARING (Acts 6 and James 5:13)

- Will show both care and compassion for the congregants and community.
- Will develop church vision with the Board of Directors and be able to communicate and lead staff and the church body as we carry out our mission to make disciples of Christ.

DIRECTING and BUILDING TRUST (Romans 12:1-8, 1 Corinthians 4:1-7)

- Will report to, and is accountable to the EFCL Board of Directors.
- Will have the support of a staff of dynamic, focused, and passionate individuals.
- Will intentionally shepherd the staff team to best facilitate the church vision.

EXPLANATION OF JOB DESCRIPTION

Spiritual FEEDING

- Will preach faithfully to the EFCC Statement of Faith regarding the Word of God. “As the verbally inspired Word of God, the Bible is without error in the original writings, the complete revelation of His will for salvation, and the ultimate authority by which every realm of human knowledge and endeavour should be judged.”[4]
- Will be an effective communicator of God’s Word, teaching our congregation God’s Word to nourish them and help them unite around the person of Jesus Christ as He is revealed in the Scripture.
- Will relate to people of all ages on and off the stage, conveying warmth and confidence in small and large groups of people.
- Will be approachable with strong people skills and evident emotional intelligence.
- Will listen well and communicate empathetically with people of all generations.
- Will help to create an enjoyable work environment providing reassurance, encouragement, and inspiration, even in the midst of difficulties.

GUARDING

- Will discern and pursue God’s future for this church, in collaboration with The Board of Directors and the staff team as guided by the Holy Spirit.
- Will communicate the vision of our church clearly and with passion, thereby motivating people to carry the vision.
- Will be courageous in the face of cultural pressures, always pursuing a biblical course of action.
- Will have a teachable spirit and be willing to learn from others, while holding to firm convictions; humbly admitting when you are wrong.
- Will share the church’s vision for outreach into the community of Lethbridge and the world.

CARING

- Will shepherd the staff and the congregation, encouraging them to use untapped gifts and vision for ministry.
- Will care and direct with love and grace.
- Will pray for and with the church community.
- Will lead with honesty, transparency, and integrity, empowering others in leadership.

DIRECTING AND BUILDING TRUST

- Will collaborate and partner with the EFCL Board of Directors and staff team.
- Will intentionally lead the staff team with a shepherd’s heart.

[4] <https://www.efreelethbridge.ca/statement-of-faith>

QUALIFICATIONS

- Confident that God has called you for ministry and preaching of the gospel.
- Faithful in prayer and personal devotion to Jesus Christ, dedicated to sound biblical doctrine, with proven shepherding, visionary, and leadership skills.
- Skilled in communication, demonstrating high emotional intelligence in relationships.
- Able to minister in a multi-generational church with people of diverse cultural and denominational backgrounds.
- Master's degree in Theology or Divinity preferred, or degrees applicable to ministry.
- Senior church leadership experience in a larger church preferred, or other equivalent ministry experience.
- Affirm the Evangelical Free Church of Canada (EFCC) Statement of Faith and be willing to be credentialled by the EFCC.[5]
- Affirm the EFCC statement of Character and Calling.[6]
- Affirm the EFCC Covenant of Personal and Professional Ethics.[7]

IF, AFTER PRAYERFUL CONSIDERATION, YOU FEEL CALLED TO THIS POSITION THEN WE WANT TO HEAR FROM YOU.

To apply, please send the following in PDF format to the private and confidential email: board@efreelethbridge.ca noting "Lead Pastor" in the subject line:

- A cover letter expressing why you are interested and how your experiences have prepared you for this ministry.
- Your comprehensive resume.
- Your faith story.
- Your philosophy of ministry.

Applications will be received until November 30, 2022 or until a suitable candidate is found.

[5] <https://efcc.ca/statement-of-faith/>

[6] <https://efcc.ca/character-and-calling/>

[7] <http://www.efccm.ca/pdfs/EFCC Covenant Ethics 2017.pdf>



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