

Heartland, A Church Connected – Lead Pastor Job Description

Overview

Heartland, A Church Connected (“Heartland”) is a Christ-centered, biblically grounded, Spirit-led and missional church in the City of Mississauga and is affiliated with the Pentecostal Assemblies of Canada (PAOC). **Heartland’s Vision** is to be a people passionately connected to God, through Christ, each other, our community and the world.

Position Summary

The Lead Pastor as the spiritual leader of the church will be responsible for the leadership and direction for the Church, and will work in partnership with the Board of Deacons and various levels of leadership to ensure the overall effectiveness of the church. The Lead Pastor will be accountable to ensure good governance and effective management practices are in place to accomplish the church vision, mission and strategic direction.

Duties & Responsibilities

1. Visionary Leadership

- Through the direction of the Holy Spirit, further the church vision and contribute to the furthering of the church vision
- Actively communicate and embed Heartland’s vision into all ministries and programs in the church
- Exercise gifts of leadership to ignite the passion of the church (staff, volunteers, and congregation) to keep the church vibrant
- Foster a church culture that is welcoming, friendly, caring, family-oriented, Christ-centered and missions focused
- Monitor and take appropriate steps to further the spiritual growth, transformation and wellbeing of the church

2. Preaching, Teaching & Worship Ministries

- Deliver Biblical, Holy Spirit lead, relevant, passionate and inspiring preaching and teaching
- Provide teaching through various forms of media so that both those who attend in person and online can participate in the weekly service as well as other planned events
- Collaborate with pastoral staff to ensure all preaching, teaching and worship are inspirational, relevant and engaging for a multigenerational and multiethnic church, and are delivered with excellence
- Provide oversight and ensure the effective delivery of all church ministries
- Deliver intentional disciple-making and effective community outreach to bring the good news of Christ to others
- Perform and direct other duties that can be shared amongst the pastoral staff including pastoral counseling, pre-marriage counseling, visitation, baptisms, and officiating at weddings and funerals

3. Leadership Growth & Development

- Provide Spiritual leadership, direction and support to all pastoral staff
- Mentor, coach, train and provide relevant development opportunities for the pastoral staff including teaching and preaching

- Inspire, teach and equip ministry leaders and volunteers to effectively deliver church ministries and programs
 - Empower lay people to partner in the work of Christ throughout the church
4. Collaboration and Partnership
- Oversee the ongoing health and wellbeing of the church
 - In partnership with Board of Deacons, pastoral team and ministry leaders, lead the development of a strategic plan and oversee its implementation
 - Make specific recommendations to the Board of Deacons as to the church's culture and the effectiveness of the ministries with a view to the achievement of the church vision and strategy
 - Monitor and implement the church risk register as set by the Board of Deacons and provide a regular update at Board meetings
 - Provide periodic reports on the delivery of strategic action plans and performance objectives set by Board of Deacons including a documented mid-year report.
5. Administration and Operations of the church
- Oversee and manage the church building, administration function/office and operations
 - Adhere to and ensure that the pastoral staff also adheres to the church bylaw, policies and procedures
 - Ensure all ministries in the church are aligned with and contributing to the vision, strategic plan and the annual goals
 - Conduct regular staff reviews and performance discussions to ensure achievement of goals and objectives
 - Manage church expenses within defined budget and partner with the church Treasurer and Board of Deacons to ensure fiscal responsibility
 - Lead congregational meetings

Required Skills & Knowledge

- Master's degree in Divinity or equivalent from an accredited Seminary
- Minimum of 5 years pastoral experience
- Mature Christian character who demonstrates love for God and the church
- A humble servant-leader
- Highly relational, interpersonal and approachable
- Excellent communication and presentation skills
- Good problem solving, analytical, and decision-making skills
- Good planning, time management, and organization skills
- Self-starter, motivator and drives engagement
- Collaborative and comfortable delegating
- Good work ethics, displays integrity and builds trust and unity
- Attracts best talents to meet current and future church needs
- Strong management and people leadership skills.