

Bethel Church, Quesnel, BC - Lead Pastor Job Description

Accountability

- Accountable to the membership of Bethel Church through the elected board of deacons.
- Accountable to the District Superintendent of the Pentecostal Assemblies of Canada (PAOC) in matters of ministerial ethics, doctrinal fidelity, and PAOC affiliation.

Qualifications

- I Peter 5:2, Matthew 28:19-20, I Timothy 3:1-7
- Ordained by the PAOC or eligible for ordination upon meeting all requirements.
- Bachelor's degree or Equivalent qualifications from a recognized Bible seminary accepted by PAOC.
- A minimum of 5 years of successful Lead Pastor experience in churches with 50–150+ attendees.
- Demonstrated experience in multigenerational ministry.
- Proficient in English, able to speak with grace and clarity.
- Have the ability to relate well to married families—a core demographic of the congregation.

Expectations

Spiritual and Personal Life

- A Spirit-filled and Spirit-led believer with a consistent walk with Christ.
- Demonstrates personal integrity, humility, and emotional maturity.
- Regular in personal prayer, fasting, biblical study and is a life-long learner.
- Baptized in the Holy Spirit and a committed tither.
- Displays a lifestyle that is blameless and above reproach in the church and community.
- Regularly engages in the work of evangelism and missions

Family Life

- If married, demonstrates a spiritually mature, loving, and healthy home life.
- Provides spiritual leadership within their household.

Interpersonal Relationships

- Warm, approachable, hospitable, and respectful.
- Skilled in conflict resolution with grace and wisdom.
- Able to foster unity and collaborative relationships within the church and broader community.
- Respected by both Christians and Non-Christians

Key Responsibilities

1. In Relation to the Church

- Preach weekly Spirit-filled, biblically grounded, and life-applicable sermons that inspire transformation.
- Champion the importance of Sunday services as sacred gatherings for spiritual renewal.
- Lead and innovate in developing retreats, Bible studies, and events that nurture spiritual maturity.

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2. Visionary Leadership and Strategic Implementation

- Articulate, implement, and regularly evaluate the church's vision and mission in alignment with PAOC values.
- Lead short- and long-term planning for ministry effectiveness.
- Mentor and guide ministry leaders and volunteers in alignment with church goals.

3. Discipleship and Leadership Development

- Equip believers to discover and exercise their God-given gifts.
- Develop, support, and train leaders across various age-group ministries.
- Cultivate spiritual growth through small groups, discipleship pathways, and leadership coaching.
- Lead the church's preaching team as a core pastoral responsibility, while continuing to build and mentor the preaching team as a discipleship pathway and not as a substitute, but to cultivate future leaders.

4. Pastoral Care and Congregational Support

- Provide or oversee pastoral counseling, hospital and home visitation, and crisis response.
- Ensure that Care Groups are spiritually enriching and practically supportive.
- Maintain confidentiality and exhibit compassion in all pastoral interactions.

5. Evangelism, Outreach & Global Missions

- Mobilize the congregation for active evangelism in the local community.
- Support and develop outreach ministries that meet spiritual and practical needs.
- Promote global mission engagement through trips, partnerships, and prayer.
- Help the church live out the Great Commission with boldness and compassion.

6. Administration and Organizational Oversight

- Provide day-to-day leadership of church operations with a spirit of collaboration, inclusion, and servant leadership.
- Lead, support, and evaluate all church staff, fostering clarity in responsibilities, accountability, and professional growth.
- Conduct, Chair staff and board meetings, while actively contributing as an ex-officio member across all church committees.
- Partner with the board to develop, implement, and monitor the church's financial plans and annual budget.
- Utilize a range of communication platforms—digital and print—to keep the congregation informed, connected, and engaged.

7. Leadership Team and Board Relationships

- Build meaningful, mentoring relationships with staff, volunteers, and Board deacons.
- Encourage the spiritual and professional growth of team members.
- Mediate interpersonal conflicts and facilitate healthy communication.
- Foster a culture of teamwork, accountability, and mutual encouragement.

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Measures of Effectiveness

- Church Health: Growth in spiritual maturity, small group engagement, intergenerational unity, and relational depth.
- Church Growth: Evident growth in conversions, attendance, finances, and leadership capacity.
- Vision Clarity: The church's mission and values are known, communicated, and lived out by members.
- Missional Impact: Evident outreach, compassion ministries, global mission engagement, and gospel-centered service.

Term of Office

- The Lead Pastor is called through a congregational vote and serves until:
 - The Pastor feels led by God to resign;
 - The Pastor is removed through proper constitutional procedure.

Compensation

- Compensation will be commensurate with experience, qualifications, and PAOC salary guidelines.
- The salary range for this position may vary depending on experience, education, and location.
- The annual salary range is between \$65,000 - \$75,000
- A package with more details will be provided.
- Final details to be negotiated with the church board and included in a pastoral contract.