

Hillside Christian Fellowship Church

Position Description

POSITION TITLE: Pastor (Full Time)

REPORTS TO: Church Council

POSITION PURPOSE:

The Pastor's Spirit-led role is to provide visionary, strategic and collaborative leadership to Hillside Christian Fellowship Church (HCFC). The Pastor works with the Church Council as they prayerfully discern vision and important objectives aligned to Christ's mission for HCFC. The Pastor brings leadership to Ministry Leaders as they together fulfill the church's role in the community and church. This is a collaborative leadership model.

BASIC DUTIES AND FUNCTIONS OF PASTOR:

Preaching & Teaching:

2 Timothy 4:1-5

I charge you therefore before God and the Lord Jesus Christ,
who will judge the living and the dead at His appearing and His kingdom:

Preach the word!

Be ready in season and out of season.

Convince, rebuke, exhort, with all longsuffering and teaching.

For the time will come when they will not endure sound doctrine,
but according to their own desires, because they have itching ears,
they will heap up for themselves teachers;

and they will turn their ears away from the truth, and be turned aside to fables.

But you be watchful in all things, endure afflictions,
do the work of an evangelist, fulfill your ministry.

Titus 1:7&9

For a bishop must be blameless, as a steward of God...

Holding fast the faithful word as he has been taught,
that he may be able, by sound doctrine,
both to exhort and convict those who contradict.

- ◇ Will have a determined sense of responsibility in retaining a pulpit presence, ex: does not give up his pulpit easy
- ◇ Sincere and reverent handling of scripture
- ◇ Passionately communicate the Gospel and eager to communicate the truth of scripture

- ◇ Ability to motivate congregation to practical application of scriptural truth with cultural relevance

Shepherding:

- ◇ Must be committed to discipleship and challenging the congregation to service and growth in Christian maturity, equipping and strengthening them for ministry
- ◇ Will demonstrate love, compassion, respect, and an ability to communicate with people of the congregation at all levels
- ◇ Recognises the importance of, and is supportive of, the needs of the congregation

Leadership:

- ◇ In the Church
 - Will be a visionary; working with Church Council in updating and implementing our vision statement
 - Working with the congregation to fulfill the church's vision and mission
 - Will demonstrate a desire to "grow" the church in Christian maturity and numerically
 - Will have a clear sense that this is God's church, not his church
- ◇ In the Community
 - Will demonstrate compassion for the lost and believe in leading sinners to Christ
 - Be willing to be involved with non-Christians and understand their needs
 - Supports and encourages participation in community
 - Will promote unity among the local churches
 - Provides services to the congregation and community, such as: marriages, funerals, as required
 - Will promote a vision for world missions
 - Will demonstrate a global worldview; be in tune with changing world events and how they affect our church and the local community

Administration:

- ◇ Will have the ability to motivate the congregation and be committed to leadership development
- ◇ Will recognize the importance of each ministry within the church body and be supportive of each ministry
- ◇ Will organize the Sunday Service order
- ◇ Can demonstrate experience in delegating effectively
- ◇ Will have a leadership style that is consultive rather than unilateral

PERSONAL QUALIFICATIONS & ASPIRATIONS (?):

1 Timothy 3:1-7

This is a faithful saying: If a man desires the position of a bishop,
he desires a good work. A bishop then must be blameless,
the husband of one wife, temperate, sober-minded, of good behavior,
hospitable, able to teach; not given to wine, not violent, not greedy for money,
but gentle, not quarrelsome, not covetous;
one who rules his own house well, having his children in submission with all reverence
(for if a man does not know how to rule his own house, how will he take care of the church of God?); not
a novice, lest being puffed up with pride he fall into the same condemnation as the devil.
Moreover he must have a good testimony among those who are outside,
lest he fall into reproach and the snare of the devil

Titus 1:6-9

Elders... blameless, the husband of one wife,
having faithful children not accused of dissipation or insubordination.
For a bishop must be blameless, as a steward of God, not self-willed,
not quick-tempered, not given to wine, not violent, not greedy for money,
but hospitable, a lover of what is good, sober-minded, just, holy, self-controlled,
holding fast the faithful word as he has been taught, that he may be able, by sound doctrine,
both to exhort and convict those who contradict.

Spiritual Qualities

- ◇ A Pastor's heart
- ◇ A deep relationship with God and a willingness to follow Him
- ◇ Demonstrates humility; a broken and contrite heart
- ◇ Called of God
- ◇ Man of integrity; faithful
- ◇ Full of the Holy Spirit and faith and believing God for miracles in our midst
- ◇ Spiritually mature and desires to grow
- ◇ Fears God and not people
- ◇ Loves serving the Lord, and the life he has chosen; has a clear understanding of God's call for pastoral ministry
- ◇ A servant attitude and heart
- ◇ Has a consistent devotional life of prayer, Bible study and meditation on God's Word

Character Qualities

- ◇ Is dedicated to family, exhibiting wisdom in balancing family and ministry

- ◇ Ability to understand the dynamics of rural ministry and a desire to plan a path to further the Kingdom of God within that setting
- ◇ Will demonstrate a humble and servant-like attitude
- ◇ Not narrow minded and can be flexible
- ◇ Pleasing personality; gets along well with others, open, easy to talk to, makes an effort to get to know everyone
- ◇ Adaptable; open to the ideas and thoughts of others
- ◇ Teachable
- ◇ Wise
- ◇ Not afraid to get out into the community and area to better understand the issues confronting people
- ◇ Has high standards; a good example
- ◇ An encourager
- ◇ Stable emotionally, in his marriage, and theologically
- ◇ Tolerant
- ◇ Compassionate

EDUCATION:

Masters/Bachelors Degree is preferred¹ in theological/Biblical studies. However life experience is highly valued. (Opportunities for ongoing education are encouraged and can be discussed).

EXPERIENCE REQUIRED:

Preferred² minimum 5 years in church ministry role.

EXPECTATIONS:

- ◇ Understands, respects, and supports the mission of HCFC and its role in the community
- ◇ Is in agreement with the Mennonite Brethren Confession of Faith
- ◇ Has an ability to work within the denominational structure of the Canadian Conference of Mennonite Brethren Churches (CCMBC), and is willing to fulfill the steps to become credentialed by the CCMBC if that is viewed as necessary

¹ *Preferred* is a guideline, which is open for discussion with individual candidates.

² As above note