

# Lead Pastor - Awaken Church

We get it. One person cannot do everything! The job posting you are about to read makes it sound like we are looking for a unicorn. We're not. We're in this together and everyone has a part to play, but we do need a Lead Pastor to "drive the bus" in certain areas and collaborate in others. And, we're excited to learn about who you are – your unique combination of skills and passions. The Lead Pastor will report to the Council and work together with the Elders, ministry leaders, and volunteers to carry out the mission and vision of the church.

The role of Awaken's Lead Pastor includes 5 key components:

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## 1. Listening to God

### Facilitate Encounters with God

Awaken needs someone who can consistently point us to God, and help Awakeners of all ages encounter the Divine – crafting an experience for the congregation to meet God (both on Sundays and otherwise). God is here, but we often need help to see Him. It should be an overflow of the pastor's personal journey of listening to God, praying, and cultivating a God-honouring life.

At Awaken, this will look like:

- Valuing, drawing people towards, and effectively facilitating opportunities for encountering God at the individual, family, and corporate level.
- Prioritizing prayer in the life of the church.

## 2. Leading

### Shape the Vision

We desire a pastor who will dream with us and help us uncover who we can be. In a community full of dreamers [and the occasionally disillusioned], this person leads by helping to excite, discern, focus, and direct our dreams.

This person will help our community judiciously pull the weeds from our garden of ideas and passions so that the right fruit can grow. We are looking for someone who can catalyze our energies and provide step-by-step direction and leadership.

At Awaken, this will look like:

- Ensuring that all ministries and activities of Awaken Church are aligned with our vision, mission and values, by asking the following:
- Are we doing what we're doing effectively?
- Have we finished what we've set out to do?
- Are we strategically bringing about the correct new things at the appropriate time?
- Giving spiritual leadership to the Governance Board, Elders, and church as a whole.
- Regularly meeting with and facilitating ongoing communication with Awaken leadership to steward Awaken's vision, mission and values.

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## 3. Teaching and Preaching

### Communicate Biblical Truth

Awakeners are keen to learn, thoughtful, and engaged, but also frequently opinionated. You will need to boldly deliver incisive messages with sensitivity. We expect you to be able to preach the whole counsel of Scripture through a generally expository teaching style. Your sermons are not merely devotional but rooted in theological content that has exegetical integrity.

At Awaken, this will look like:

- Being an articulate speaker who communicates with passion and engages the hearts and minds of Awakeners to inspire Christlikeness.
- Preaching 50+% of the time and overseeing a teaching team that will preach the remainder; leading and collaborating to plan sermon series in relation to the Awaken (and wider) church calendar.
- Ensuring the weekly sermons and overarching sermon series foster a culture of learning, challenge, and truth-telling.
- Engaging kids and youth in the life of the church and the message of God's Word.

## 4. Mentoring and Discipling

### Develop Leaders and Invest in Kids and Youth

Awaken is full of leaders and learners who desire to grow. Part of the pastor's role is to ensure that teaching, coaching, and spiritual formation is occurring in the congregation. This is particularly significant with ministry team leaders, as they each steward a group of Awakeners who, in turn, help to lead the church. Additionally, a large portion of Awakeners participate in Table Groups that regularly meet to eat together and share. We desire a pastor who will support these groups.

At Awaken, this will look like:

- Nurturing the mental, spiritual and emotional health of the ministry leaders of Awaken Church. This includes ensuring that goals are communicated clearly, and providing coaching, mentoring and performance feedback.
- Regularly connecting with and supporting table group leaders - in partnership with the Elders.
- Ensuring that the Awaken community provides mentoring to those individuals expressing an interest in deepening their faith.
- Facilitating sustainable practices for helping people to recognize, develop, and apply their passions in the ministry of Awaken and the community.

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### Awaken loves its kids.

Due to the unique demographics of the church, families with young children are a large majority of the congregation. We're looking for a pastor who will likewise love and invest in our kids.

At Awaken, this will look like:

- Intentionally spending time with the kids (i.e. possibly a presence in Sunday School, formally blessing the kids, or having a kid "moment" in the service, etc.)
- Strategically supporting those who lead kids and youth ministry.
- Engaging the kids and youth in the worship service.

## 5. Shepherding

### Provide Pastoral Care

Awaken's pastor will oversee the shepherding of the church, in partnership with the elders, ensuring that the entire body is cared for. This will look differently depending on the season and the person, but will include things like visiting with families, celebrating new babies, bringing people together for conversation, and meeting people for coffee. Shepherding will involve both holding people to account when they need it, but also building them up when they're hurting.

At Awaken, this will look like:

- Working with the Elders to develop a ministry of pastoral care that nurtures the mental, spiritual, and emotional health of the congregation; ensuring that the Elders are actively attending to the spiritual health and growth of the Awaken community.
- Direct involvement in pastoral care and counselling of individuals, couples, families, and groups as opportunities arise.

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### In order to achieve the above, it will be essential to...

- lead and encourage effective communication to support a cohesive Sunday service.
- work closely with the finance team to prepare annual budgets and oversee church finances.
- ensure ministry leaders are met with on a regular basis, and chair a quarterly ministry staff meeting; communicate with and support the Awaken ministry leaders in each of their ministry roles.
- officiate over weddings, funerals, baptisms, communion services, child dedications and other markings of time as appropriate.
- demonstrate a kingdom mindset and model a lifestyle that includes networking within the broader church, social agencies and the local community (Bowness and beyond).

### Reporting

Awaken has recently adopted a Policy-Governance ('modified Carver') structure. As such, the Lead Pastor's employer and supervisor will be Council, who will be responsible for developing regular performance reviews. The Lead Pastor will also participate on the Elders Team as 'first among equals'. This team will also regularly check in with the Lead Pastor in regards to personal and family matters, sense of fit, etc

## Qualifications

### 1. Education:

The Lead Pastor should, at minimum, possess a Bachelor's degree from a respected Bible college.

### 2. Experience:

The Lead Pastor should be able to speak to prior leadership roles within and outside the church – particularly in the area of teaching and discipleship. Prior experience in paid pastoral ministry would be beneficial. We recognize and value a diversity of life experiences and backgrounds.

### 3. Belief:

The Lead Pastor should be committed to an orthodox understanding of Christian faith and adhere to the CBWC statement of faith as published on their website.

### 4. Credentialing:

The Lead Pastor should be ordained or eligible for ordination with the CBWC.

## Compensation

Compensation will be commensurate with training and experience; to be fairly negotiated with reference to the Canadian Baptists of Western Canada guidelines.

## Hours per Week

While this is intended to be a full time position, Awaken (as a small congregation) has limited leeway on our financial compensation package. We can be flexible in regards to hours worked and vacation offered, and would also be open to bi-vocational applicants. Situations will be explored on a case-by-case basis.

## References

Applicants are required to include 3 references who can speak to the Applicant's experience in ministry, skills, and character.

## Applications

We invite candidates to apply with a Ministry Information Profile (MIP – download from the CBWC webpage <http://cbwc.ca/leaders/pastors/>) to the search committee chairperson at [awakencommunity@gmail.com](mailto:awakencommunity@gmail.com).

### Application Deadline:

The position will remain open until a suitable candidate is selected. Applications will be reviewed as they are received.