



# Grandview Church

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## **Call for Applications: Interim Church Pastor**

**Grandview Church**

**Vancouver, BC**

**About Grandview Church:** Grandview Church is a community of people who journey together as followers of Jesus. Though we often stumble on that journey, we keep planting seeds: prayer, corporate worship, scriptural reflection, shared life, justice, creation care, and creativity. We are committed to one another in all our diversity, we are committed to the good of our city - particularly the Grandview-Woodland neighbourhood and the marginalized living among us - and we are committed to our own spiritual growth. In non-pandemic times, Grandview Church comprises a single church body with two, distinct worshipping congregations each Sunday (10:30am and 4:30pm) totaling approximately 200 regular attendees. In addition to worship, our shared life takes the form of eating together, home groups, regular rhythms of prayer, and participation in a number of neighbourhood ministries. Grandview Church is a member of the Canadian Baptists of Western Canada (CBWC). For more information, see [www.gcbchurch.ca](http://www.gcbchurch.ca).

**Job Summary:** The interim pastor will work alongside the Congregation Pastor and other staff to provide leadership and pastoral care during a period (12-24 months) of significant transition for Grandview Church, as the community undertakes a structural review following the resignation of a pastor of 30 years' service and the departure of another pastor to take a faculty role at Regent College. Expected workload: 40 hours per week.

**Working Relationships:** Under the direction of Church Council, works independently to achieve strategic goals and objectives; supports and provides direction to the staff team (~6 full- and part-time staff).

Grandview is in the process of hiring a part-time, external transition coach who will facilitate a visioning process and structural review. The interim pastor role will support our community through this period of transition while the transition coach will guide the transition process itself.

**Work Performed:** The responsibilities outlined below are to be fulfilled in collaboration with the Congregation Pastor, other staff and lay leaders, and will be shaped by the particular gifts, strengths, and experiences that the Interim Pastor brings to the role. The percentages listed below are estimates, provided to give a sense of the relative weights of different responsibilities.

## Leadership - 50%

- Provide overall organizational leadership
  - Listen for what God is doing: cultivate a posture of curiosity at every level of the church about what God is doing in the current season
  - Recognizing that the community has discerned the need for Sabbath and reflection following a tumultuous period and as it enters a period of further discernment and transition, give priority to work that begins and lays a foundation for building and mending relationships and for encouraging the community to rest
  - Facilitate transparent decision-making that adapts to changing situations
  - In collaboration with staff team, ensure that activities are prioritized, planned and coordinated across functional areas / roles
  - Provide oversight of communications strategy
- Support external resource (transition coach) who will guide process of vision renewal and structural review
- Lead staff team
  - Provide direction to staff team:
    - Congregation Pastor
    - Director of Faith Formation for Children and Families / ESG Program Director
    - Youth Pastor
    - Church Administrator
    - Crossroads Director (currently on hiatus)
    - MOMS Program Director
    - CLEAN Program Director
  - Through example of servant leadership and the establishment of healthy organizational habits, foster trust, collaboration, clear communication, and appropriate boundaries among team members
  - Provide encouragement and constructive feedback to staff team; support ongoing learning and development
  - Meet weekly with staff team and for regular 1:1 check-ins with individual staff
- Liaise with key volunteers and committees
  - Liaise with key volunteers and with advisory committees of internal ministries
  - Liaise with HR Committee to review and implement best practices re: human resources policies and practices
- External relations - Liaise with denomination; other work arising from relationships with other churches/pastors/donors, etc.
- Serve as ex-officio, non-voting member of Church Council
  - Uphold and support the church Protection Plan and other ministry policies in all aspects of the role
  - Work with Council to discern responses to community issues, to engage in transition planning, and to refine the church's organizational structures and processes

#### Pastoral Care - 25%

- Shepherd community through a period of significant transition following several tumultuous years
- Provide pastoral care to congregants
- Liaise with Care Team and Health Care Team

#### Worship and Preaching - 25%

- Preach up to twice per month
- Sermon series development
- Fill other important roles in worship services such as hosting, leading communion and giving announcements

#### Qualifications:

- Personal attributes
  - A deep and growing relationship with Jesus Christ
  - Well-established, faithful disciplines of prayer, reflection, and study
  - Moral courage
  - Strong communication skills, with emphasis on the practice of listening
  - Aptitude for and experience with supporting healthy organizational structures: governance, process, project planning and management
  - Attention to detail
  - Team player
  - Gracious, flexible and empathetic temperament
  - During time as interim pastor, regular attendance of worship services and active participation in life of the Grandview Church community
- Education
  - Master's degree from recognized theological college
- Pastoral experience
  - 10+ years of relevant pastoral leadership
- Preference for a candidate who is ordained by a recognized denomination

**Salary and benefits:** Grandview Church follows the CBWC salary grid in determining salaries for pastoral staff (see <https://cbwc.ca/wp-content/uploads/2020/09/CBWC-2021-Salary-Grid-Guide-Proposal-Final.pdf> for details) and provides a competitive benefits package.

**Working remotely:** The option of working remotely for a period of time will be considered, in conversation with the applicant and in the context of the current and future public health guidelines in place due to the Covid-19 pandemic.

**To apply:** Grandview Church is strongly committed to creating a diverse workplace and community, and we encourage all qualified persons to apply. If we can make this easier through accommodation in the selection process, please contact us. Only those applicants to be invited for an interview will be contacted.

Interested candidates are invited to send their résumé and cover letter to [admin@gcbchurch.ca](mailto:admin@gcbchurch.ca). Applications will be accepted until **noon (Vancouver time) on Monday 31 May 2021**.