



## CO-LEAD<sup>1</sup> PASTOR OF COMMUNITY LIFE

### *Pastoring the Scattered People*

**Overview: Relational Disciple-making for all. Leading groups, providing tools, to help LEMC people live their lives Up, In, and Out, “scattered” out in community life.**

The Co-Lead Pastor is a salaried position with wages and benefits established using the EMCC guideline. This position is expected to work 45-55 hours per week, including some evenings and weekends.

#### **Position Summary:**

The Co-Lead Pastors of Listowel Evangelical Missionary Church are to serve as equals in providing vision, leadership, and spiritual oversight for the church. Ministry direction given by the Co-Lead Pastors will align with the mission of the church to “lead people in a growing, passionate relationship with Jesus: Up; In; and Out.”

Specific parameters to the authority of the Co-Lead Pastors are outlined in Policy and Job Description approved by the Council.

The Co-Lead Pastors are expected to model the traits of humility and partnership in the Gospel, to model living “Up, In, Out” as a disciple-making follower of Jesus in the community, and agree with the framework of leading the Congregation in missional rhythms of “scattered and gathered” community life together.

The Co-Lead Pastors will have two types of leadership responsibilities: shared and primary. In the case of primary responsibilities, the Co-Lead Pastor assigned is expected to take the lead and the other is expected to be a support as possible. Primary responsibilities may be revisited from time to time to determine the most effective ways to serve the church in different seasons.

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<sup>1</sup> Co-Lead is a new term at LEMC. It is used here, with a vision to have two Lead Pastors overseeing staff, and engaging as a “Lead Pastoral Team”.

## **Areas of Shared Responsibility:**

- Prayer
  - Co-Lead Pastors will be responsible to encourage a culture of prayer in their own personal life and throughout LEMC.
- Vision / Strategy
  - Partner with the Council to develop vision and long-term plans for the church.
  - Collaborate to develop, nurture, and communicate the vision and ministry strategy for LEMC with the staff, leadership, and congregation.
  - Work to develop ministry strategies to ensure yearly plans and goals support LEMC's vision and mission, personally and with their direct reports.
- Organizational Leadership
  - Provide day to day leadership of LEMC as outlined in Policy approved by the Council.
  - Form and work with the Core Council to provide effective ministry.
  - Develop, equip, resource, and empower ministry teams to be faithful and fruitful in building up the church family while advancing the vision and mission of the church.
  - Develop and maintain appropriate networks of relationships beyond LEMC with the goal of representing the mission of the church to the broader community.
- Leadership Development
  - Collaborate in the commitment to "equip the saints for the work of ministry" through creating intentional leadership development in the church.
  - Collaborate with other pastoral staff to ensure consistency of the vision, strategy, and message of LEMC.
  - Continue to personally develop as a follower of Jesus and a leader of people.
- Preaching Team
  - Partner in the preaching of the Scriptures during Sunday Worship Services. It is expected both will have regularly scheduled times of preaching at LEMC.
    - Co-Lead of Gathered will provide primary preaching/teaching responsibilities of approximately 30 weeks per year
    - Co-Lead of Scattered Community of Believers will provide secondary preaching/teaching responsibilities of approximately 10 weeks per year
    - A Preaching team will include others in the congregation, or those supported by the congregation, who will provide inspiration and challenge for the remaining 12 weeks per year
- Pastoral Care
  - Partner to provide shared levels of care to the congregation through pastoral counseling, hospital visitation, weddings, and funerals.
- Working and sharing life with fellow "Co-Lead Pastor" to develop and oversee a strong common vision of a scattered and gathered church.

## **Areas of Primary Responsibility:**

- Personal Disciple-making
  - Leading a team that focuses on the “scattered” community life of Christians, including adults, youth, and kids, with the common goal of relational disciple-making for all.
  - Discipling leaders, to in turn disciple others, to in turn disciple others – deep investment in a few in order to reach the masses, through multiplication.
  - Driving a culture of discipleship, mission, and leadership, to empower all people to follow Jesus in these things.
- Discipleship through Ministries
  - Collaborate with the Co-Lead Pastor to oversee the strategies and ministries for the discipleship of Children, Youth, and Adults in the church beyond Sunday Gatherings.
- Small Groups for Mission and Community.
  - Oversee and care for the Leadership team of Small Groups
  - Equip the leaders around a common missional purpose
  - Give guidance to resources that increase definition of purpose for groups, inspire shared participation in the church's vision and mission, and celebrate how God is leading and using us to bless others and help them follow Jesus.
- Kids, Youth and Families
  - Pastoral leadership and care for staff and volunteer leaders of Kids, Jr. and Sr. Youth and Families
  - Oversee the ministry strategies to help enhance the discipling of young people, kids and families
- Global and Local Mission
  - Provide Oversight to the Global Mission Team, and their work, including:
    - the development of partnerships with churches around the globe
    - the process of evaluating, supporting, and sending out potential workers
    - the relationship and support of all missionaries
  - Oversee specific mission plans within the region to help increase our impact in the lives of those who do not follow Jesus, or who are marginalized in society.
- Implement the HR processes/strategies with all Direct Reports, according to approved policy.

## **General Expectations:**

- Meet Scriptural requirements of a Godly leader as spelled out in God's Word, and the EMCC Constitution and Bylaws.

- Be in agreement with and comply with the EMCC's ARTICLES OF FAITH AND PRACTICE. These are identical to those of LEMC.
- Be familiar with and comply with the requirements for Pastoral Staff outlined in the LEMC Constitution.
- Adhere to LEMC's Risk Policy
- Maintain confidentiality as per confidentiality agreement
- Spend time in prayer and study of God's Word on a daily basis so as to be led by and sensitive to the working of the Holy Spirit.
- Be involved in personal discipleship in an LEMC small group.
- Stay current with ministry trends through media, conferences and other professional development
- Keep a healthy balance of family, personal and ministry needs.
- Serve within EMCC and Ministerial Networks provided that such responsibilities do not hinder LEMC ministry commitments.

### **Education and Experience:**

Lead Pastors must have formal theological training and significant ministry experience. They must know and play to their strengths, must work from a growing, passionate relationship with Jesus, and must be an example of disciple-making, missional life and leadership, the Co-Lead Pastors together should have the following skills:

- ***Culture-shaper:*** able to energize teams of people toward their own strategic and Spirit-led transformation in order to accomplish a shared mission. He/She must be a capable leader with skills in visioning and change management
- ***Relational:*** have a heart to care for people, and build meaningful relationships within the church and community. He/She will have people management skills, with experience in mobilizing, raising and equipping staff and volunteers within ministry settings.
- ***Administrative:*** while seeking mainly to shepherd people, the Co-Lead Pastors should have the skill set and ability to effectively manage the various administrative tasks associated with the position.
- ***Teaching/Equipping:*** be a fruitful, biblical teacher and champion of the LEMC mission and vision. Teaching should effectively "equip the saints for the work of ministry."
- ***Communication:*** able to communicate clearly, concisely, and in a loving biblical manner.
- ***Peacemaking:*** be able to tactfully unite people with varying perspectives to advance harmony and love, and to achieve conflict resolution and common goals.
- ***Preaching:*** be an effective preacher who will rightly handle the Word of God.

**Reporting Relationship:**

Lead Pastors report directly to Council at regular Council meetings. Lead Pastors are ex-officio members of Council, with no voting powers. Lead Pastors manage and directly supervise all associate Pastors and staff.