



CO-LEAD¹ PASTOR OF TEACHING AND EQUIPPING

Pastoring the Gathered Crowd

Overview: Inspiring, encouraging, and empowering LEMC to live out their lives for Jesus. Bringing everyone together for worship, prayer, and Scriptural teaching, to help people discover and grow in the meaning of their lives lived as followers of Jesus.

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

¹ 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”.

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.

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:

- Worship Services
 - Pastoral Leadership and Care for Worship Director and Teams.
 - Oversee all elements of a Sunday Morning Worship Service including, but not limited to first impressions, hosting, Prayer, Ordinances of Communion and Baptism, music, audio/video production, Nursery, (*High Voltage), Coffeehouse
 - Oversee the development of a Preaching Plan for the Sunday Morning Worship Services, in collaboration with the Co-Lead of Community Life.
- Productions / Special Events
 - Develop teams for, and oversee all events which require special focus: Fall Kick-off, Thanksgiving, Anniversary, Christmas, Easter, etc.
 - Pastoral leadership and care to Digital and Tech. Team staff and volunteers
 - Oversee the digital ministry strategy to help enhance the discipleship of all people.
 - Oversee the work of Digital Ministry, data and logistics
- Support Services
 - Oversee the support services required to help facilitate all ministry initiatives. This includes:
 - Administration: providing administrative support for the business and ministry activities of the congregation.
 - Next Steps: processes for both the Growth Track, and Membership/Baptism to engage first time guests and move all people connected with LEMC to grow in following Jesus, and develop further connection with the church body.
 - Communications: plans to make sure people outside and inside the church receive appropriate communications for their continued spiritual growth.
 - Facilities: providing appropriate facilities to effectively support the mission of the church.
 - Finance: systems required to track the finances of the church and ensure effective support for all donors.
 - HR: strategies for the ongoing development and support of all staff and volunteers of LEMC.

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:

- ***Servant Leadership:*** showing the ability to lead in a variety of contexts in such a way that Jesus Christ and his gospel are central. He/she should be a self-starter and take initiative. He/she should be wise, discerning, and know when to be decisive, sensitive, tender, and firm.
- ***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.