

## **Position title: Executive Pastor**

SouthRidge Fellowship

22756 48 Ave Langley BC V2Z 2T6

604.514.1000

www.southridgefellowship.ca

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## **Position summary**

This position will give strategic direction, encouragement and coaching to SouthRidge's staff and ministry teams to work together towards the fulfillment of the mission and vision of the church

## **Key Responsibilities**

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### **1. Working with the Lead Pastor**

To support the Lead Pastor in the accomplishment of the church's mission and vision through ministry effectiveness by:

- Having a compatible ministry philosophy with the Lead pastor
- Working with the Lead pastor to develop and oversee the execution of SouthRidge's Strategic Initiatives
- Working with the Lead pastor in developing staff meeting agendas, staff leadership training and team alignment events
- Partnering with the Lead pastor to represent the staff and ministries at the Board

### **2. Staff**

To direct SouthRidge's ministry team towards vision fulfillment and ministry effectiveness by:

- Creating a team culture of humility, integrity, and team work
- Monitoring the ministries of the church for strategic initiatives fulfillment
- Being responsible for the assessment of the staff's ministry plans
- Managing and coaching the staff, including a system of regular performance reviews and development plans
- Ensuring the operational readiness of the church through working closely with the Director of Operations in the areas of administration, finance, human resources, risk management and facilities management. This will include developing yearly budgets that fund the strategic plan and meet the financial objectives of SouthRidge

### **3. Kingdom Ministry involvement**

To serve in and model personal involvement in either a community impacting ministry or a missional ministry that reflects ministry experience, gifting, or passion (this could as part of a SouthRidge ministry, in the community or involvement in a global ministry)

### **4. General pastoral duties**

To fulfill pastoral duties as requested by the Lead Pastor

- Leading in weekend services, wedding, and funerals as requested
- Teaching responsibilities as requested
- Providing pastoral care as requested

## **Character Traits**

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- Has a growing, authentic, and vital relationship with Jesus
- Meets the qualifications of an elder as outlined in 1 Timothy 3 and Titus 1
- Is able to maintain a balance between family, work and personal wellness
- Has a personal orientation towards action
- Will demonstrate spiritual and emotional maturity in words, actions, and relationships
- Has the ability to model healthy interactions of engagement – giving and receiving feedback and resolving conflict
- Has the capacity to inspire and enable others to reach their God-given calling and grow in their personal lives and ministries
- Has a proven track record of a vibrant prayer life and a demonstrated servant's heart

## **Relationships**

Reports directly to the Lead Pastor

Attends board meetings as a non-voting member

Works closely with the Director of Operations

Serves as the Direct Report for the Executive Team and some of the ministry leads

## **What kind of person are we looking for? Someone who...**

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Knows who they are and how God has uniquely called them to serve the church

Loves to laugh (even at themselves)

Has a high capacity for work, is a self-starter and solution oriented

Loves talking to people about Jesus

Is loyal and honest

When expressing criticism, also suggests constructive alternatives

Loves working with a team and seeing the team excel

Gets excited about implementing a strategic plan to accomplish vision

Has at least 5 years of church ministry experience and graduate education

Has demonstrated an ability to coach and develop people

Is intentional about being generous with their time and resources

Thrives in a second chair position

Knows the difference between Star Wars and Lord of the Rings

Is comfortable working in a fluid environment

Feels comfortable having a meeting at the coffee shop, pub or in the office

Doesn't accept the status quo

Is able to delegate to others

Will admit their mistakes and own them

Loves the church and wants to see SouthRidge succeed in fulfilling her mission

Has been on at least one global missions trip and loved it