##

**MINISTRY**

**POSITION**

**Multi-site Ministry Campus Pastor- South Campus**

**CSC HISTORY**

CSC has a long history spanning over fifty years of ministry in Calgary, Alberta. As part of the Evangelical Missionary Church of Canada, we believe our biblical mandate calls us to preach salvation through Jesus Christ and to live a holy life through the infilling of the Holy Spirit. Our organizational culture is marked by a life-giving proclamation of God’s Word and a visible living out of God’s truth in the communities in which we live and work.

**POSITION PROFILE**

Centre Street Church is characterized by our mission to see people introduced to Jesus and to become fully devoted disciples of Jesus Christ. Being a disciple-making church matters to us as ministry happens both on campus and in the various regions of our city and world. Our passion is to see our people living “on-mission” for Christ in community with one another and in their communities! Toward this end, we are committed to causing an increasing number of people to experience community where they will learn to love God and their neighbors as Jesus commanded us.

**POSITION FOCUS**

The Campus Pastor will lead alongside the other Campus Pastors toward the achievement of the CSC Vision. Our Vision is based on 5 Guiding Principles which paint a picture of the kind of church CSC is becoming. The 5 Guiding Principles are as follows: 1.) Pursue God; 2.) Pursue Relationships; 3.) Pursue a Mission; 4.) Pursue Generosity; and 5.) Pursue Simplicity.

CSC is searching for a Campus Pastor where the singular focus will be to lead and build into the lives of those who make up the CSC congregation toward the achievement of the CSC Vision. The specific accountability outcomes are:

* Increasing the number of people experiencing missional community groups
* Increasing the number of disciple-makers
* Engaging the congregation in impacting the community for Christ
* Leading alongside Core Ministry Pastors, remaining unified in our multi-site strategy
* Fully engaging in multi-campus functions, events and activities

# ESSENTIAL CRITERIA

The following are character traits required to lead as Campus Pastor.

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1. Proven leader: a spiritually mature person of character with a proven track record.
2. Proven Disciple-Making Leader: someone who has made disciples who are now discipling others.
3. Catalytic leader: a high capacity, high energy self-starter who not only gets things done but also makes things happen.
4. DNA carrier: embodies and lives out the mission, vision and values of Centre Street Church.
5. Pastor/Shepherd: demonstrates personal passion for the care and concern of the congregation and staff under their care.
6. Mobilizer: not only attracts followers but can turn them into teams of volunteers. Has proven ability to discover, develop and deploy people for the work of ministry.
7. Team player: someone who people will follow but who is also willing to follow, not a lone ranger; someone who has a genuine desire to develop people and be part of a team.
8. Communicator: someone who is capable and articulate speaking in a public setting.
9. Multi-tasker: someone who has high capacity to handle multiple responsibilities.

### Caution Areas:

The following characteristics will eliminate a candidate from being considered for this role:

* If you believe you have been called primarily to preach, you will not succeed in this role.
* A passion for solo performance – if you are an independent entrepreneur, you will not succeed in this role.
* A mixed agenda – if you are not fully supportive and in alignment with CSC’s vision of being One church in many locations and to reach people far from God and help them to be fully devoted disciples, you will not succeed in this role.

**POSITION QUALIFICATIONS**

1. Experience
	* Has pastoral experience in leading various ministries in a church and/or a para-church setting, including the development and execution of community group ministries.
	* Organizational leadership experience serving alongside other leaders toward the advancement of the vision and mission of the organization.
	* Experience in successfully developing community based ministries, including working with local agencies and partner churches to reach the community for Christ.
	* Designing, communicating and successfully executing strategic and operational plans.
	* Supervising, coaching and developing staff in a multi-staff setting.
	* Managing resources including budgets, calendars, technology, space and equipment.
	* Proven proficiency in building a volunteer base and working with volunteers to support the ministry.

1. Education and Certification
	* Solid biblical knowledge and theological understanding
	* Masters Degree preferred, or extensive relevant and current leadership experience
	* Credentialed as a Licensed or Ordained Pastor or prepared to pursue credentialing

1. Reputation as a person who:
	* Is a fully devoted follower of Christ in all areas of their life
	* Understands the necessity of soul care and self-leadership toward modeling the way as a spiritually minded, motivated and mature leader
	* Is recognized as being an expert in understanding and developing missional communities and community based ministry
	* Is a Spirit-filled servant leader, with the attributes of a “shepherd”, whose motivation is toward serving the interests and needs of others as a first priority
	* Is a people person with a deep passion for helping others excel
	* If married, demonstrates a strong and healthy marriage and family, with spousal commitment to their calling into ministry
	* Is an effective communicator with demonstrated expertise in both verbal and written communication skills
	* Has a life giving demeanor and conduct
	* Is comfortable with change, a progressive thinker with an optimistic outlook

1. Skills
	* High personal work ethic and standard of excellence, including a commitment to be self-motivated and to lead by example
	* Proven ability to deal with diversity and change on an ongoing basis
	* Administration: must demonstrate the ability to multi-task in an organized and detail manner
	* Skilled at developing and implementing strategies and systems
	* Proven ability to attract, empower, develop and shepherd volunteers
	* Proven computer skills and proficiency in office productivity tools such as Microsoft Word, Excel, Outlook, Power Point, the Internet and awareness of current technology tools and broad-based communication methods such as Social Networking.

# POSITION EXPECTATIONS

The Campus Pastor will:

1. Support the Senior Pastor in his vision for CSC being “One church – Many locations.”
2. Craft and execute an annual Strategic Ministry Plan for the Campus.
3. Build a spiritually and operationally healthy leadership team and staff culture.
4. Provide direct leadership of Missional Community Groups and Disciple-Making groups.
5. Provide oversight of Children’s, Youth and Worship Ministries.
6. Secure and manage resource support for the ministries at the Campus including budget, personnel, calendar time, space and equipment.
7. Carry preaching responsibilities as designated.
8. Serve as the Pastor for Campus weekend services.
9. Review weekend worship service plan (including all worship service elements approved by Core Lead Worship Pastor and Senior Executive Pastor) and relay any concerns or needed changes to the Core Lead Worship Pastor either directly or through their assigned campus worship pastor.
10. Work in partnership with other Campus Pastors.

12. Follow established coaching and performance management models.

13. Perform pastoral duties as a member of the CSC pastoral team including weddings, funerals, baby dedications, baptisms, hospital visits and other duties that arise from time to time.

1. Actively participate in staff meetings, retreats, organizational development days, all-team days, membership meetings and special events designated by the Executive Leadership Team as required.
2. Be an ambassador for Centre Street Church.
3. Understand, support and live out CSC’s Membership Covenant and Statements of Faith (as defined in the General Operating Bylaws and Letters Patent).

18. Adhere to and uphold the Personnel Policies, Team Values and Staff Expectations of CSC.

19. Assume other duties as may reasonably be assigned from time to time by the Lead Pastor’s supervisor.

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**POSITION**

**SUPERVISOR**

**POSITION SALARY**

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| --- | --- | --- |
| Permanent, full-time | Senior Executive Pastor  | Salary and compensation  |
|   |   | within CSC guidelines |