



Position Description:
Senior Pastor

The Local Church

Winnipeg Evangelical Free Church (WEFC) is a member of the Evangelical Free Church of Canada (EFCC). This is an association of some 140 churches joined together by common beliefs, purposes, principles and practices. It is a partner with more than 2,000 other Free Churches in 14 countries.

“Evangelical” refers to our commitment to the authority of Scripture, God’s Word. God’s Word determines what we believe and how that works itself in our lifestyle. “Free” refers to our form of church government as being congregational. This means our directions as a church depend upon the active participation of lay people in the decisions, directions and actual ministry in the local church.

WEFC is a multi-pastor church that has been ministering in the City of Winnipeg since 1957. We are active with ministries geared towards families (children, youth, and adults) utilizing dual, simultaneous worship services on Sundays, various activities throughout the week, and a strong emphasis on missions. We are also active in growing an inner-city ministry called Grace Point.

WEFC is at a stage where our Senior Pastor is moving on to further responsibilities with the EFCC denomination, and we are looking for a new Senior Pastor.

Position Purpose

The Senior Pastor serves as the pivotal spiritual leader of WEFC. As a primary shepherd to the church, the Senior Pastor willingly devotes time to the work of the church, administration of the ordinances, and preaching the whole counsel of the Word of God. The Senior Pastor is able to clearly communicate the vision of the Church by applying the Word of God to all areas of the Church's ministry.

The Senior Pastor watches over the congregation by building relationships with church members, providing Biblical spiritual guidance, leading the pastoral team, and offering sound counsel to all congregants of WEFC. The Senior Pastor also admonishes, is ready to reprove, rebuke, and exhort in order to maintain spiritual unity within the congregation.

The Senior Pastor is in agreement with the EFCC code of conduct, EFCC statement of faith, the stated vision of the church, and will uphold its constitution and by-laws.

Position Responsibilities

- I. **Teaching and Preaching Ministry and Shepherding WEFC:**
 - The Senior Pastor is to provide a pulpit ministry that:
 - a. Incorporates Scriptures in all doctrine,
 - b. Presents a clear message of salvation, and
 - c. Urges the congregation to act upon scriptural teaching in their daily lives.
(I Tim. 4:1-16; I Tim. 6:1-10; II Tim. 2:1-2; Acts 6:2-4; Acts 20:28-31; 1 Tim 5:17; Titus 1:9; James 5:14-15).
 - The Senior Pastor:
 - d. Sets a Christ-like example and effectively communicates how to live for Christ, in both local and global communities.
 - e. Demonstrates the ability to share the Gospel with unbelievers and equips others to also share the Gospel.
 - f. Responds appropriately to crisis situations, which arise in the congregation, and makes appropriate professional referrals where necessary.
 - g. Strives to develop deep relationships with the board, staff and church members, helping them develop their gifts, knowledge and involvement within the Church.
 - h. Fosters congregational adherents to pursue church membership.
 - i. Will be responsible for the pastoral and administrative staff.
- II. **Leading at WEFC:**
 - The Senior Pastor:
 - a. Leads the process to cast ministry vision and develop a long-term strategy to fulfill God's purpose for WEFC.
 - b. Provides spiritual leadership for WEFC lay leaders, pastoral staff, and the church body by setting an example of character and lives a life above reproach in personal and public lifestyle in accordance with the qualifications of a capable elder outlined in I Timothy 3:1-7 and Titus 1:5-9.
 - c. Makes certain that there are regularly scheduled services for administering the ordinances of baptism and communion, as well as other special services (i.e. Good Friday, Easter Sunday, Christmas).
 - d. Partners with the Board of Elders in continually evaluating all ministries and considering ways to support, improve, and expand them.
 - e. Attends and promotes attendance at denominational conferences.

Qualifications:

- The Senior Pastor:

1. Is a person of true Christian experience and established character, whose life reflects a love for the Lord, and qualifies for this office according to the standards of I Timothy 3:1-7 and Titus1:5-9.
2. Is able to encourage and develop effective leadership/discipleship in all areas of ministry that supports healthy, long-term growth of the church.
3. Demonstrates a commitment to the statement of faith of the Evangelical Free Church of Canada.
4. Is, or will become within an agreed upon period of time, a licensed and ordained minister in the Evangelical Free Church of Canada.
5. Demonstrates at least 10 years of prior leadership experience. This may be comprised of:
 - a. medium to large churches and/or comparable leadership roles at a multi-staff para-church ministry, Bible college or theological institute.
 - b. directly related experiences clearly indicating a Senior Pastor position is the logical career progression.
6. Has a Bachelor's or Master's degree from an accredited theological institution; however, a combination of formal education and experience is also highly valued.