**Cremona Country Fellowship**

**Senior Pastor**

**Job Description**

Cremona Country Fellowship desires a pastor who is a mature male with a deep passion for the Lord, for the Bible, a personal ministry, and doctrinal views consistent with those of the Evangelical Missionary Church of Canada. Who shall meet the New Testament requirements for office as listed in 1 Timothy 3:1-7. The Senior Pastor, as a minister of the Gospel, shall be devoted to the service of Christ and the church; preaching and teaching the Word of God; administering the ordinances; and faithfully giving oneself to pastoral work. The Senior Pastor will preach at most worship services; lead the congregation in worship; lead the church to discern God’s vision; supervise the spiritual and ministry development of the staff; provide pastoral care for the congregation; and partner with lay leadership to direct church ministries. The Senior Pastor, together with the church board, shall lead the church to fulfill its vision and mission statement:

Applicants please send resumes to

Juan Manigault

[juan@riversedgecamp.org](mailto:juan@riversedgecamp.org)

**Vision and Mission Statement**:

*Who are we?*

Cremona Country Fellowship is a Biblically Anchored, Christ-Centred, Holy Spirit Dependent body of believers who give glory to God while addressing the needs of people through Relationship, Discipleship and Fellowship.

*What do we do?*

Mission Statement

*How do we do that?*

**Desired Skills**:

* Biblical exegetical skills, preaching and teaching
* Administrative and financial management
* Pastoral care
* Problem solving and listening skills
* Interpersonal relations
* Collaborative and team building
* Oral and written communication
* Crisis intervention and conflict management
* Effective time management
* Be technologically adept
* Theological understanding of the Church
* Ability to build partnerships in mission and ministry
* Ability to work with the broadest diversity of persons and groups
* Timely response to communications and issues

**Key Duties and Responsibilities**:

Preaching and teaching: The Pastor will be the primary preacher for worship services. The Pastor also will provide leadership in planning and executing the Adult Education programs and other programs in discipleship and ministry training, in coordination with other ordained and lay leaders.

**Strategic leadership and planning:** The Pastor is responsible for strategic planning and staff coordination in the execution of the church’s purpose. The Pastor will define strategic goals and vision as a key leader among staff and elders and implement the plan by:

* Coordinating/leading weekly staff meetings and other activities to clarify and execute goals and objectives.
* Monitoring the spiritual pulse of the congregation through review and accountability.
* Ensuring staffing, facilities and programs are effectively aligned to meet strategic goals.

**Staff supervision and development:** The Pastor serves as director to ordained and lay staff and lay volunteers, and leads, evaluates, and mentors existing staff in their respective areas of ministry by:

* Overseeing staff training and development.
* Hiring and dismissing staff and prioritizing staff additions after consultation and guidance from the elders.
* Providing leadership to the pastoral staff in the design and implementation of all church ministries.
* Working with the Personnel Team to implement salary reviews and recommendations.
* Maintaining efficient and effective lines of communication between the staff and elders.
* Serving as HR manager – oversee the negotiation of insurance and other benefits, conduct performance evaluations, and provide ongoing informal performance feedback.

**Administration**: The Pastor oversees and executes the administration of the church through appropriate staff and lay leadership teams, and ensures the completion of ministry, business, facility, and logistical support functions through staff and lay volunteers. He must:

* Oversee the pastoral care needs of the congregation and, as necessary, share with other ordained and lay ministers in hospital visitation, home visits, counseling, marriages and funerals.
* Supervise the Office Manager and provide direction, as needed, for the effective functioning of the front office support functions.
* Oversee development of and adherence to church policies and procedures.

**Evaluation and compensation:** The Pastor will file monthly reports to the Elders on ministry accomplishments and activities. The Church Board will conduct annually a performance evaluation and review of the compensation package.

**Education and Experience**:

* Bachelor of Divinity or related degree from an Evangelical Seminary preferred
* Ordained or eligible to be ordained by The Evangelical Missionary Church of Canada
* Experience preferred as a Pastor or Associate Pastor of an evangelical church