MAPLE RIDGE ALLIANCE CHURCH

Lead Pastor Job Description

1. The Calling

The Lead Pastor is called to serve as the senior spiritual and ministry leader of Maple Ridge Alliance Church, providing clear, Christ-centred leadership as the church follows Jesus and pursues its Mission and Vision in dependence upon the Holy Spirit.

At the heart of this calling are the ministry of the Word and prayer, the shepherding of God's people, and the leadership and equipping of the church for ministry. The Lead Pastor is called not simply to do ministry, but to develop, mentor, and empower pastors, ministry leaders, and others so that the whole body may grow toward maturity in Christ.

The Lead Pastor has primary responsibility for leading the church in pursuit of MRAC's Mission, Vision, and Board-established Ends (desired outcomes). Within Board-established policies and boundaries, they are responsible and accountable for determining and leading the means by which those Ends are pursued.

This includes providing overall leadership to the church's ministries, helping to establish direction, align priorities, develop leaders, and foster a healthy ministry culture that equips the congregation to make disciples both within the church and beyond its walls.

As MRAC continues its journey toward Policy Governance, the Lead Pastor will work collaboratively with the Board of Elders in shaping the church's overall direction while providing leadership for the ministries through which that direction is carried out, with appropriate delegation and accountability.

2. Spiritual and Theological Foundation

The spiritual character and theological convictions of the Lead Pastor are foundational to the ministry entrusted to them. They will demonstrate a mature and growing relationship with Jesus Christ, a clear calling to pastoral ministry, and a life characterized by prayer, Scripture, humility, integrity, grace, and dependence upon the Holy Spirit.

The Lead Pastor will provide sound theological leadership to the church, bringing biblical and theological wisdom to preaching, discipleship, pastoral care, ministry development, contemporary questions, and matters considered by the Board of Elders.

The Lead Pastor will hold a wholehearted commitment to the authority of Scripture and to faithful biblical preaching and teaching. Their ministry will reflect a commitment to discipleship, evangelism, the Great Commission, and the mission of the Church. Their theological convictions will be consistent with the doctrine, beliefs, and requirements of The Alliance Canada and compatible with the theological positions of MRAC. Their personal conduct will reflect those commitments.

They will maintain a teachable spirit and a commitment to continued spiritual, theological, and leadership growth, and will meet the education, licensing, ordination, and other requirements established by The Alliance Canada and the Canadian Pacific District.

3. Ministry of the Word, Prayer and Spiritual Leadership

The Lead Pastor is called to keep Jesus Christ at the centre of the life and ministry of MRAC and to help the church remain grounded in Scripture, dependent upon prayer, and responsive to the Holy Spirit.

As the primary preaching and teaching voice of the church, the Lead Pastor will faithfully proclaim the Word of God with biblical integrity, clarity, and meaningful application. Appropriate priority will be given to prayer, biblical study, and preparation for preaching and teaching.

Through preaching, teaching, prayer, example, and leadership, the Lead Pastor will seek to cultivate a congregation marked by spiritual maturity, worship, discipleship, evangelism, mission, generosity, and service.

The Lead Pastor will exercise leadership with humility, wisdom, courage, grace, relational maturity, and a collaborative spirit, including the ability to navigate disagreement and difficult conversations constructively.

The goal is not simply effective preaching or successful programs, but the formation of a people who increasingly know, love, obey, and reflect Jesus Christ.

4. Equipping and Developing God's People

A central expression of the Lead Pastor's calling is to equip God's people for the work of ministry and for the building up of the body of Christ, as described in Ephesians 4:11–13.

The Lead Pastor will identify, develop, encourage, and release the gifts of people throughout the congregation. Pastors, staff, ministry leaders, and members should increasingly be equipped to serve effectively and, in turn, to disciple and develop others. This includes ensuring that biblically qualified teachers and communicators are identified, encouraged, developed, and given opportunities to grow so that the ministry of the Word is strengthened and shared.

Within the staff and ministry teams, the Lead Pastor will cultivate a culture that is spiritually healthy, collaborative, accountable, and committed to growth. They will ensure that pastors, ministry leaders, and emerging leaders are intentionally mentored in ways that foster spiritual maturity, leadership capacity, and ministry effectiveness. This includes appropriate encouragement, coaching, supervision, development, and the delegation of both responsibility and authority.

Within Board-established policies and boundaries, the Lead Pastor has overall responsibility for the leadership, health, effectiveness, and functioning of MRAC's staff team, including authority to establish appropriate staff structures, responsibilities, reporting relationships, and systems of accountability. This includes identifying staffing needs, establishing roles and structures, recruitment and hiring, supervision and development, performance management, and termination, except for positions or decisions specifically reserved to the Board.

The Lead Pastor is not expected personally to carry every ministry responsibility. Rather, the Lead Pastor is accountable to ensure that people are equipped and that effective leadership and ministry structures are in place.

5. Discipleship, Mission and Shepherding

The Lead Pastor will help cultivate a church in which people are becoming mature followers of Jesus who, in turn, help others follow Him.

As MRAC becomes increasingly multicultural, the Lead Pastor will provide leadership in fostering intergenerational and intercultural church life, encouraging meaningful relationships, shared ministry, and a common sense of identity and mission across generations, cultures, and languages.

Christ's command to make disciples will remain central to the life and ministry of MRAC. The Lead Pastor will encourage intentional pathways toward spiritual maturity and help equip the congregation to live faithfully as followers of Jesus in their homes, workplaces, neighbourhoods, and community.

The ministry of the church will also look beyond itself. The Lead Pastor will encourage MRAC to engage meaningfully with those outside the church and to share the gospel through faithful witness, relationships, hospitality, compassion, and service, while also supporting the local and global mission of The Alliance Canada.

The Lead Pastor will also foster a culture in which people are known, shepherded, prayed for, and cared for. This ministry of care is shared with Elders, pastors, ministry leaders, and appropriately gifted members of the congregation.

6. Partnership with the Board of Elders

The relationship between the Board of Elders and the Lead Pastor is an important spiritual partnership and should be characterized by prayer, trust, transparency, mutual respect, encouragement, and healthy accountability.

The Lead Pastor serves as an Elder and voting member of the Board of Elders and participates fully in the Board's spiritual leadership and governance responsibilities. As a fellow Elder, the Lead Pastor brings biblical, theological, pastoral, ministry, and organizational perspective to the Board's discernment and participates collaboratively in shaping MRAC's Mission and Vision and in developing the Ends the Board establishes for the church.

MRAC is working toward a Policy Governance framework that will provide increasing clarity between the governance responsibilities of the Board and the leadership of the church's ministries and operations. The Board as a whole is responsible for establishing the church's Ends and appropriate governing policies and boundaries. The Lead Pastor participates in this work as an Elder alongside the other members of the Board.

In their role as Lead Pastor and senior employed ministry leader, however, the Lead Pastor is accountable to the Board for the leadership of the church's ministries, staff, and operations and for pursuing the Board-established Ends within those policies and boundaries. Within the authority delegated to them, the Lead Pastor determines the strategies, structures, staffing arrangements, priorities, programs, and operational methods by which those Ends are pursued.

As MRAC continues to develop this governance approach, the Board and Lead Pastor will work together to strengthen the trust, policies, practices, delegated authority, and accountability necessary for it to function effectively. The intended direction is for the Board to govern through established Ends and boundaries while entrusting the Lead Pastor with appropriate freedom and authority to determine and lead the means.

The Lead Pastor's membership on the Board does not remove the Board's responsibility for their employment accountability. The Board will therefore maintain an appropriate distinction between the Lead Pastor's participation as a fellow Elder in governance and its responsibility to provide support, oversight, accountability, and evaluation in relation to their employment.

7. Entrusted Leadership and Stewardship

The Lead Pastor is entrusted with the authority necessary to faithfully carry out this calling within the authority delegated by the Board and subject to MRAC's governing documents, denominational requirements, applicable law, and the policies established as MRAC continues to develop its Policy Governance framework.

Within those boundaries, the Lead Pastor is encouraged to exercise prayerful and responsible leadership regarding ministry strategies and priorities, organizational structures, staff leadership, ministry programs, operating practices, communication, and the use of approved resources. They will also ensure that ministry priorities, staffing, and expenditures are appropriately aligned with MRAC's Mission, Vision, and Ends within Board-approved financial parameters.

The Lead Pastor may delegate responsibility and authority to others while remaining accountable for the overall health and effectiveness of the ministry and organization.

This authority also carries responsibility for faithful stewardship. The Lead Pastor will ensure that the financial, human, physical, technological, and ministry resources entrusted to MRAC are managed responsibly and consistently with Board policy, denominational requirements, and applicable legal obligations.

As MRAC's governance framework develops, delegated authority will be documented with increasing clarity. Within that authority, the Lead Pastor is expected to exercise sound judgment without unnecessary Board involvement in operational decisions while remaining appropriately accountable for results.

8. Accountability and Ongoing Growth

The Lead Pastor is accountable to the Board of Elders for the faithful exercise of the ministry and authority entrusted to them. This includes spiritual and theological leadership, progress toward MRAC's Mission, Vision, and Ends, the development and equipping of others, staff and ministry health, ministry effectiveness, responsible stewardship, and faithfulness to Board policies and denominational requirements.

As MRAC continues toward Policy Governance, the Board and Lead Pastor will work together to develop clear Ends, appropriate policy limitations, and meaningful measures of accountability. The goal is increasingly to evaluate the Lead Pastor according to progress toward agreed Ends and faithfulness to established Board policy rather than according to the Board's preferred methods of accomplishing those Ends.

The Board will conduct an annual review as an opportunity for prayerful reflection, encouragement, mutual learning, clarification of priorities, and continued growth in the relationship between the Board and Lead Pastor.

MRAC values and desires the ongoing growth of its Lead Pastor. In consultation with the Board, they will be encouraged to pursue appropriate continuing education, theological and ministry development, leadership training, mentoring or coaching, conferences, study, and other learning opportunities that strengthen their spiritual, pastoral, theological, and organizational leadership. Appropriate time and resources for such development will be considered through MRAC's normal planning and budgeting processes.

Expectations and ministry priorities will be established in advance so that accountability is clear, fair, and constructive. The Lead Pastor also remains accountable to the District Superintendent of the Canadian Pacific District in accordance with the policies of The Alliance Canada.