

# Lead PASTOR

**Location:** Elmira, ON  
**Position Type:** Full Time  
**Organization:** Elmira Pentecostal Assembly, Pentecostal Assemblies of Canada  
**Website:** <https://www.elmiraassembly.com/>

## Primary Purpose

The Lead Pastor provides pastoral and organizational leadership for all aspects of the church, giving special emphasis to equipping of staff and volunteers, teaching and preaching, and collaborative work with the Board. Building and developing relationships with the congregation and community is essential in helping everyone to thrive in all aspects of their walk with Jesus Christ.

## QUALIFICATIONS

- A current PAOC-ordained credential holder.
- An experienced leader providing spiritual direction and equipping staff and ministry leaders.
- A bachelor's degree in theology or a related field. A master's or higher degree is an asset.
- Excellent communication and public speaking skills.
- 5-year previous lead pastor role would be an asset.

## KEY RESPONSIBILITIES

### Leadership and Vision Casting

- Help to shape church and staff culture through healthy presence and effective communication that creates unity and advances our mission.
- Develop future vision, strategic goals, and priorities in collaboration with the Board.
- Respect the ministry boundaries and processes set out in the Elmira Pentecostal Assembly Board Governance Guide.
- Cultivate an empowering team culture where both staff and volunteers minister in their talents and spiritual giftings.

### Preaching

- Fulfill the primary role in preaching.
- Align preaching and teaching with the PAOC Statement of Essential Truths, while also being willing to engage in dialogue with believers and seekers who have significant doctrinal and biblical questions.
- Following the Spirit's leading with respect to teaching and preaching topics that will help the church to grow and mature.

### **Ministry and Programs**

- Ensure ministry plans are presented to the board annually.
- Provide guidance and direction for ministry programs and committees to ensure they are equipped to carry out ministry effectively and that efforts are aligned with the mission and strategies of the church.
- Develop relationships and collaborate with other like-minded churches and organizations in our community.
- Provide direction and oversight for all ministries and programs.

### **Shepherding**

- Oversee pastoral care and prayer and support the church care team.
- Pray regularly for the church family, staff, leadership, and all areas of ministry.
- Provide spiritual guidance, instruction, and pastoral counseling.
- Follow up with the congregation in a caring and compassionate manner.
- Officiate weddings and funerals as requested.
- Taking time to interact, engage and build relationships with the congregation, the community, and other evangelical churches in the community.
- Administer mission focus and collaborate with mission team on strategy.

### **Administration and Finance**

- Work in concert with the Church Treasurer on financial, bookkeeping, and payroll matters.
- Attend and provide significant input to all board meetings.
- Coordinate with the Maintenance Committee on facility related issues.
- Develop appropriate policies and procedures for staff and volunteers.
- Provide oversight, performance feedback, and development opportunities for pastoral and administrative staff.

### **COMPENSATION**

The compensation package for the Lead Pastor will be proportionate to experience and qualifications and include salary, benefits, pension, cell phone and allowances.

### **TO APPLY**

Please submit a resume and cover letter to [elmirapentecostalassembly@gmail.com](mailto:elmirapentecostalassembly@gmail.com). Applications will be reviewed on a rolling basis until the position is filled.