

EVAC Pastoral Profile

Spiritual Qualities

- **Loves God (Father, Son and Holy Spirit)** – understands and fully embraces the role that each member of the Godhead plays in their life
- **Filled with the Holy Spirit** – demonstrates an increasingly Spirit-empowered life and encourages the exercise of spiritual gifts throughout the congregation.
- **Leads a Strong & Vibrant Prayer Life** – meets with God, hears regularly from Him, and is willing to act on it.
- **Expresses a Formidable Faith worth following** – has the faith to dream God-sized dreams for the church
- **Demonstrates Spiritual Maturity** – evidenced by their love for God & His Word, spiritual vitality, biblical strength and emotional health.
- **Aspires to live out I Timothy 3:1-7; Titus 1:6-9; I Peter 5:2; Matthew 28:19-20 and 22:37-40**

Giftedness and Skill Sets

- **Missional/Evangelism** –
 - Demonstrates a missional heart toward the community and the ability to live it.
 - Understands where and how the missional and attractional roles of the church are best employed
 - Experienced in bringing others to Christ and can equip believers for effective relational evangelism and missional living.
 - Understands the world we live in and understands our times
 - Discerns where God is working and joins Him there
- **Teaching/Preaching** –
 - Effective and compelling communicator in formal and informal settings
 - Biblically strong, vulnerable; able to make the Bible relevant to people's lives
 - Ability to explain Scripture in such a manner that God's voice is heard and life change occurs
- **Planning & Delivery** –
 - Someone able to inspire the church family to own the church's **NEW** Vision Document (i.e. Vision, Mission and Core Values), and adept in helping the church implement it
- **Entrepreneurial** –
 - To help restart and rebuild a smaller congregation
 - Creatively utilize a recently purchased building (mortgage free) that will need some renovation to fit modern ministry needs.
- **Servant Leader/Equipper** –
 - Leads with a Servant's heart (John 13:14; Mark 9:35; Philippians 2:5)
 - Ability to equip people for life and ministry rather than do the ministry themselves by:
 - identifying, developing, empowering and releasing other leaders
 - equipping people to disciple and mentor others
 - tapping into the gifting's of others, equipping and encouraging them to use their gifts and abilities to serve others, both in the church family and in the community
 - Someone with a heart for intentional discipleship in both formal and informal settings
- **Congregational Care** –
 - Able to care for others in emergencies; and equip the congregation to care for one another;
 - Oversees a team of people who are gifted in providing care to people in the church family and in the wider community.
- **Communication/Connection** –
 - Has a strong capacity to love others and is willing to fully engage in the life of the church
 - relates well with all types of people – one on one or in small and large groups; regardless of

- age, economics, or social and ethnic background
- Group facilitation (i.e. with staff, Advisory Committee, etc.)
- Peace making and mediation skills would be an asset
- **Collaborator**–
 - Works well in a team setting
 - Willing to share the preaching/teaching with others as needed
 - Willing to work with other churches (both in the denomination and in the community)
 - Willing to work with other community organizations (Christian and Secular)
- **Change Management** –
 - not confined to the present culture and past traditions, but willing to think outside the box
 - recognize when change is needed and help lead the church in that direction
 - recognize that every church has a variety of people who handle change differently
- **Organizational and Administrative skills** –
 - Since we are a smaller church with no other full time staff or administrative worker, this would be an important asset.

Personality/Family

- Relatable and engaging personality (Casual, down to earth, a sense of humour)
- Authentic and transparent, willing to share their victories and challenges with others
- An Encourager, Humble and Teachable
- Ability to persevere
- Aware of their emotions but not controlled by them
- Knows their strengths and weaknesses; able to work from their strengths and delegate out of their weaknesses.
- Good relationship with family members (and if married, has a spouse who supports their call to ministry)
- Healthy perspective of work/life balance
- Accepts the messiness of life and demonstrates unconditional love

Training/Experience/Requirements

- **Alliance Credentials** – will need to be approved for Licensing in the Central Canadian District of the C&MA in Canada, before Candidating
- **Resonates with the C&MA** – <https://www.cmacan.org/resources/manual-policies/>
 - Will commit to the Alliance Distinctives, Governance, Statement of Faith and Vision (to build a Christ-Centred, Spirit-Empowered, Mission-focused family of churches)
 - Will commit to Alliance District, Canadian and Global Missions involvement
- **Pastoral Experience** –
 - Proven experience as a Lead or Associate/Youth Pastor
 - Ability to work with, develop and give leadership within a multi-staff situation
 - Experience in working with mid 40's and younger
- **Commitment to Church Family** –
 - Someone willing to commit long term to the Church Family in Erin
 - Someone who Resonates with the Church's Vision, Mission and Core Values
- **Egalitarian/Complementarian Stance** – able to work within either setting
- **Education Requirements** - Bible College and Seminary Degree required from an Association of Theological Schools (ATS) or an Association for Biblical Higher Education (ABHE) accredited institution, or institution as approved by the C&MA Licensing Authority.
- **Leadership Training an asset**
- **Technological ability** - to integrate modern ministry opportunities in a traditional church setting
- **Able to meet the requirements of the Plan to Protect Program** (i.e. vulnerable sector check, etc.) **and oversee its administration in the church**