



Grace Presbyterian Church
Transforming lives through God's grace

Lead Minister Search Position Description July 31, 2023

Grace Presbyterian Church has heard God's call to love our neighbour, to be in the world, not set apart from it, as expressed in our current mission, vision and values:

Mission: Inspired by the Holy Spirit, we grow disciples of Jesus Christ to love our neighbours and effect social change.

Vision: Transforming lives through God's grace.

Values: Engagement, Belonging, Community, Compassion, Service

We are seeking an applicant who is excited by our mission, vision, and values to fulfill the role of Lead Minister. Below are the primary accountabilities, responsibilities and qualities we are seeking in our Lead Minister:

Worship Leadership and Preaching

The church lives to praise God. We have no higher calling than to offer the worship that belongs to God day-by-day, Sunday-by-Sunday. (Living Faith 7.3.1)

Grace Presbyterian Church is prayerfully seeking a Lead Minister who will lead the ministry team in planning, preparing, coordinating and leading worship that points the congregation to the living Triune God. We seek Christ-centred, inspirational preaching and meaningful celebration of the sacraments.

Responsibilities and characteristics in this area of work are:

- Develop worship services that inspire us with well-connected themes woven throughout the Scripture readings, sermons, prayers, and music.
- Nurture, inspire, and challenge the congregation to go into the world to participate in Christ's continuing ministry.
- Demonstrate deep understanding of the reality of God's love as revealed in the person and work of Jesus Christ.
- A person whose life is rooted in Christ: warm, compassionate, with a well developed personal spiritual life and loves being a minister.
- Eager to communicate the love of God as affirmed in reformed theology.

Leadership and Collaboration

"Pay careful attention to yourselves and to all the flock, in which the Holy Spirit has made you overseers, to care for the church of God, which he obtained with his own blood." (Acts 20:28 ESV)

Effective leadership including team development, mentoring and collaboration are essential for the life and mission of our church. Responsibilities include:

- Collaborate with the direct reports including Associate Minister, Engagement and Service (called full-time), Music Director and Support Services Director; working together to build a positive work and learning environment where faith and skills are nurtured.
- Attend and/or lead meetings with direct reports, Session (as Primary Moderator) and relevant committees to build a communal sense of belonging, connection, and trust and to support their roles in achieving Grace's mission and vision.
- Through teaching, coaching, and mentoring create a culture of leadership development where continuous learning is valued and training encouraged and available for lay leaders, Deacons, Elders, ministers, staff, congregation, and the community.
- Lead by example in prioritization and delegation to encourage effective organization and time management.
- Actively support the Presbyterian Church in Canada's *Leading with Care* Policy at Grace.
- Participate in the Presbytery of Calgary Macleod and the Presbyterian Church in Canada as needed and as responsibilities at Grace permit.

Pastoral Care

"Who comforts us in all our affliction, so that we may be able to comfort those who are in any affliction, with the comfort with which we ourselves are comforted by God." (2 Corinthians 1:4 ESV)

Grace has an established pastoral care team including the Lead Minister, Associate Minister, Elders, and three active Deacons (commissioned and not ordained) who support Bereavement, Homebound Visits, and Hospital Visits. These ministries, in some cases, are supported by volunteers. The Lead Minister will:

- Strengthen the culture of care at Grace, leading by example and working collaboratively with the pastoral care team, caring for those in need of support by being a good listener, approachable, respectful, and compassionate.
- Inspire, support, and oversee the pastoral care team in their work.
- Expand the Deacon program.
- Ensure pastoral care is provided as needed for the congregation.
- Provide ministerial support to the Pastoral Care Committee.

Spiritual Growth

Jesus answered him, "What do the Scriptures say? How do you interpret them?" (Luke 10:26 GNT)

We are a congregation eager to learn and to go deeper. Responsibilities for the Lead Minister in this area include:

- Responsible for coordinating and overseeing meaningful spiritual growth opportunities at Grace.
- Encourage lifelong Biblical learning and faith development.
- Provide creative opportunities to explore meaningful topics through worship series, Scripture and book studies, speakers, small group discussions, online lessons, blogs and opportunities for discussion.

Communication

"[Walk]...with all humility and gentleness, with patience, bearing with one another in love, eager to maintain the unity of the Spirit" (Ephesians 4:2-3 ESV)

We are a loving community with many differences. As an inner-city church with a 100+ year history and many passionate voices, Grace requires a Lead Minister with excellent communication skills:

- Listen actively in many different situations.
- Provide clear and thoughtful verbal and written communication.
- Offer timely responses to issues of concern, as well as constructively managing crises and conflicts.
- Pace congregational change in a skillful way that recognizes different views, and values tradition while ensuring Grace is a relevant and vibrant component of the evolving community.
- Develop and participate in community relationships and partnerships as the primary spokesperson for Grace with civic leaders and the media.
- Demonstrate competency with appropriate technology and communication tools.

Inclusion

"A new command I give you: Love one another. As I have loved you, so you must love one another."
(John 13:34 NIV)

Along with our city and neighbourhood, Grace is becoming more diverse. Our community includes people with a wide range of viewpoints, personalities, educations, incomes, cultural backgrounds, and languages. Grace is also home to South Sudanese and Anyuak communities. The Lead Minister will:

- Affirm that everyone belongs, nurturing an environment where every person is someone to be understood and space is made for differences.
- Embrace an increasingly diverse congregation and community.
- Support the Presbyterian Church in Canada's decisions regarding sexuality.

Stewardship

"Each of you should use whatever gift you have received to serve others, as faithful stewards of God's grace in its various forms." (1 Peter 4:10 NIV)

Session is actively engaged in raising awareness and developing meaningful stewardship at Grace. The Lead Minister's responsibilities are:

- Responsible for overseeing and collaborating with the Associate Minister, Support Services Director and Stewardship Committee to identify opportunities for stewardship of resources (time, abilities, energy and money).
- Inspire the Grace community to live out the understanding that all we are and all we have are gifts from God.
- Ensure stewardship is embedded in church planning, including committee plans.

If you believe God is calling you to join us, we encourage you to apply for our Lead Minister position. To find out more about our church please visit our website at www.gracechurchcalgary.com.

For questions related to the position, please email our Interim Moderator, The Reverend Doctor Jean Morris, jeanmorris@platinum.ca.