

Lead Pastor Job Description

Gracepoint Community Church



1. Position Summary

The Lead Pastor serves as the primary spiritual and organizational leader of Gracepoint Community Church, providing vision, teaching, and pastoral oversight to the congregation. This role is responsible for guiding the church in alignment with its mission to **experience God and engage our world together** and to inspire people to follow Jesus.

In partnership with the Leadership Team, staff, and the broader church body, the Lead Pastor cultivates a Christ-centered culture rooted in Scripture, discipleship, and community engagement.

2. Key Responsibilities

Spiritual Leadership & Teaching

- Lead the congregation in the communal reading and application of Scripture through preaching, teaching, and spiritual direction.
- Plan and deliver biblically grounded, Spirit-led sermons and sermon series that follow the rhythms of the Christian calendar, faithfully upholding the historic Mennonite Brethren Confession of Faith, the theological standards of the BCMB, and traditional evangelical theology.
- Participate in regular theological reviews as part of shared accountability, ensuring alignment with the Mennonite Brethren Confession of Faith, and the theological standards of the BCMB.
- Model a life of prayer, discipleship, and Christlike character

Vision & Strategic Leadership

- Collaborate with Leadership Team to discern and implement God's vision for Gracepoint
- Lead annual strategic planning process and implement ministry development initiatives in alignment with the approved plan.

Leadership Development & Team Oversight

- Provide leadership, coaching, and accountability for church staff and ministry leaders
- Foster a healthy team culture rooted in encouragement, clarity, and collaboration
- Identify and develop emerging leaders within the congregation

Pastoral Care & Congregational Health

- Working with Gracepoint staff, oversee pastoral care ministries including visitation, counseling, and crisis response
- Facilitate weddings, funerals, baptisms, and communion services
- Cultivate a welcoming, and spiritually vibrant church environment
- Promote unity, Biblical conflict resolution, interpersonal peacemaking, and healthy community life.

Ministry Oversight

- Provide leadership to Sunday morning gatherings in collaboration with all Gracepoint ministry leaders
- Ensure excellence in worship services and church-wide ministry efforts
- Oversee ministry alignment with mission and values

Community Engagement & Outreach

- Working with the Pastor of Community Development, lead Gracepoint in active engagement with the local community and global mission
- Encourage outreach, witness and compassionate service initiatives
- Represent Gracepoint within the BCMB network and wider Christian community

Financial Health

- Collaborate with the Finance Team and Committee to discern and recommend the annual budget in alignment with Gracepoint's mission, vision, and ministry priorities
- Provide oversight and accountability in the stewardship of financial resources, ensuring ministries operate within approved budget parameters
- Lead and champion a culture of generosity by through teaching and guiding development and giving initiatives that support the church's mission and long-term sustainability

3. Qualifications & Requirements

Spiritual & Character Qualifications

- Demonstrates a deep, growing relationship with Jesus Christ
- Committed to biblical authority
- Meets leadership qualifications consistent with pastoral ministry (e.g., 1 Timothy 3; Titus 1)

Education & Experience

- Formal theological training (preferred: graduate degree or doctorate in theology or ministry)
- Proven experience in pastoral leadership, preaching, and team development (minimum 5 years)
- Experience leading growing, multi-generational churches is an asset

Skills & Competencies

- Strong communicator and engaging preacher
- Visionary leader with strategic thinking ability
- Collaborative and relational leadership style
- Ability to disciple and equip others for ministry
- Organizational leadership and team management skills

Credentialing

- Eligible for, or currently holding, pastoral credentialing with the BCMB [bcmb.org]

4. Reporting & Accountability

- Reports to: Gracepoint Leadership Team (Elders/Board), maintaining alignment in vision, priorities, and ministry direction
- Provide regular communication and updates to the Leadership Team on ministry activities, operational health, and strategic initiatives
- Participate actively in Leadership Team meetings, contributing to discernment, decision-making, and the overall governance of the church
- Receive ongoing feedback, guidance, and annual evaluation from the Leadership Team, demonstrating accountability, humility, and a commitment to personal and professional growth

5. Working Conditions

- Full-time pastoral role with flexible and varied schedule
- Requires availability for evenings, weekends, and pastoral emergencies
- Active participation in church life and community engagement

Salary Range: \$100,000 - \$120,000

Application Deadline: July 31, 2026

How to Apply:

Please submit a cover letter, résumé, and a personal statement (maximum 500 words) outlining your interest and qualifications for the role. Applicants are also asked to provide a link to a recent sermon. Send your complete application package to employment@gracepoint.ca

