

Transitional Pastor Job Description

Bethany Chapel of Calgary is seeking an experienced Transitional Pastor to lead us through the transitional period while we search for a new Senior Pastor. Bethany Chapel is an independent, elder-led, church located next to Mount Royal University in SW Calgary. Started in 1950, Bethany's purpose is to make disciples of Jesus Christ by inviting people to faith, growing them in worship and the Word, and moving them to serve, summed up in our vision: *Come, Grow, Serve*. We are currently a congregation around 400 and have a strong passion to impact and serve both the local community and the world. Our desire is to continue to develop a welcoming culture where relationships are created and deepened, people are coming to Christ, everyone is deeply cared for, and we have a sense of freedom to let the Holy Spirit move.

The Transitional Pastor will serve in the capacity of Senior Pastor and elder and will report to the chair of the elder group. Our intent is that this position will be temporary and that this individual should not expect to be considered for the Senior Pastor role.

Duties/Key Responsibilities:

- Take on Senior Pastor duties
 - Preaching/Teaching Ministry
 - Drive spiritual growth & development within the body
 - Provide majority of speaking
 - Provide messaging related to transition process as needed
 - Vision and Leadership
 - Serve as a member of the Elder group until new Senior Pastor is hired
 - Being accountable to the other Elders, and through the direction of the Holy Spirit, communicate vision and provide strategic spiritual leadership related to ministries which support the purpose of the church
 - Exercise gifts of leadership to:
 - Ignite the church (staff, volunteers, and congregation) around *Come, Grow, Serve* so that everyone takes personal ownership according to their gifting
 - Inspire, challenge and equip the congregation to identify and exercise their spiritual gifts
 - Inspire and empower people so they are actively sharing Christ in their communities
 - Provide support to ministry initiatives throughout the church
 - Embody Christ's love in the church and the community
 - Participate in Pastoral Staff reviews as required
 - Spiritual Leadership to Pastoral Staff
 - Provide spiritual leadership to all pastoral staff in conjunction with the Elders
 - Coach and train the pastoral staff
 - Adhere to the pastoral staff role at Bethany Chapel as outlined in its policies and procedures including regular attendance at and participation in weekly pastoral and staff meetings; participation in the daily 'pastor on call'

rotation) and adherence to Bethany Chapel's Code of Conduct for Pastors and Leaders.

- In accountability to the Elders, lead the church through the transitional period
 - Evaluate the current state and health of the church
 - Understand the DNA of the church (vision, values, strengths) and what should and should not be changed
 - Make specific recommendations to the Elders as to the church's culture and the effectiveness of the ministries with a bias towards implementable solutions
 - Prepare the church for a new Senior Pastor
 - Collectively create a plan and timeline to implement recommendations
 - Execute agreed upon changes and issue resolutions

Qualifications/Requirements:

- Provide intentional leadership by possessing the requisite spiritual gifts of transitional leadership, community building and pastoral care serving with humility and dependence on God
- Have a combination of training and experience as a Transitional Pastor
- Have a proven track record as a Transitional Pastor
- Have experience in leading a pastoral team and developing them through coaching
- Possess the Biblical qualifications to serve as an Elder
- Fully agree to support a theological position consistent with that of the church, as articulated in the church constitution
- Demonstrate an obvious passionate love for God, His Word, His people and the lost
- Is able to work within the Elder led organizational structure of Bethany Chapel
- Articulate the Word with accuracy and skill as an expositor and to apply the Word with relevance and power.
- Demonstrate loyalty to and confidence in the Scriptures in all matters of teaching and leadership

Critical Skills:

- Authentic and trustworthy
- Engaging and approachable
- Ability to engage and unite all age groups in a multi-generational congregation
- Ability to effectively embrace feedback
- Ability to coach and develop existing staff
- Ability to coach new Senior Pastor through the leadership handover

Other Senior Pastor roles that can be shared amongst the pastors:

- Pastoral counseling, pre-marriage counseling, visitation, baptisms, and officiating at weddings and funerals

If you feel this is a good match with your calling and experience, please submit your application to the Search Committee at tpsc@bethanychapel.com. Please include your resume, cover letter and any references or referrals you would like to include by March 26, 2017.