



# Lead Pastor - Awaken Church

After a time of rest and renewal, Awaken Church is seeking a Lead Pastor to lead us into the next phase of our journey. Over the next year, we need our Lead Pastor to authentically connect with us and help us understand our unique gifts, as we desire to be a place where all are welcome to do the same in our expression of church. We're in this together and everyone has a part to play, but we do need a Lead Pastor to "drive the bus" in certain areas and collaborate in others. And, we're excited to learn about who you are – your unique combination of skills and passions. The Lead Pastor will report to the Council and work together with the Elders, ministry leaders, and volunteers to carry out the mission and vision of the church.

The role of Awaken's Lead Pastor includes 5 key components:

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1

## Listening To God

### Facilitate Encounters with God

We need someone who can consistently point us to God, and help Awakeners of all ages encounter the Divine – crafting an experience for the congregation to meet God (both on Sundays and otherwise). God is here, but we often need help to see God. It should be an overflow of the pastor's personal journey of listening to God, praying, and cultivating a God-honouring life.

#### At Awaken, this will look like :

- Valuing, drawing people towards, and effectively facilitating opportunities for encountering God at the individual, family, and corporate level.
- Prioritizing prayer in the life of the church.

## 2

### Leading Shape The Vision

We desire a pastor who will dream with us and help us uncover who we can be. In a community full of dreamers [and the occasionally disillusioned], this person leads by helping to excite, discern, focus, and direct our dreams.

This person will help our community judiciously pull the weeds from our garden of ideas and passions so that the right fruit can grow. We are looking for someone who can catalyze our energies and provide step-by-step direction, staff supervision and leadership.

#### At Awaken, this will look like :

- Ensuring that all ministries and activities of Awaken Church are aligned with our vision, mission and values, by asking the following :  
Are we doing what we're doing effectively?  
Have we finished what we've set out to do?
- Strategically bringing about correct new things at the appropriate time.
- Giving spiritual leadership to the Governance Board, Elders and Church as a whole.
- Regularly meeting with and facilitating ongoing communication with Awaken leadership to steward Awaken's vision, mission and values.

## 3

### Teaching & Preaching Communicate Biblical Truth

Awakeners are keen to learn, thoughtful, and engaged, but also frequently opinionated. You will need to boldly deliver incisive messages with sensitivity. We trust you will preach the whole counsel of Scripture through a generally expository teaching style. Your sermons are not merely devotional, but rooted in theological content that has exegetical integrity.

#### At Awaken, this will look like :

- Speaking articulately, communicating with passion and engaging the hearts and minds of Awakeners to Christlikeness.
- Preaching 50+% of the time and overseeing a teaching team that will preach the remainder; leading and collaborating to plan sermon series in relation to the Awaken (and wider) church calendar.

## Teaching & Preaching (cont.)

### Communicate Biblical Truth

- Ensuring the weekly sermons and overarching sermon series foster a culture of learning, challenge and truth-telling. Engaging kids and youth in the life of the church and the message of God's word.

## **4** Mentoring & Discipling

### Develop Leaders & Invest In The Younger Generation

Awaken is full of leaders and learners who desire to grow. Part of the pastor's role is to ensure that teaching, coaching, and spiritual formation is occurring in the congregation.

Additionally, a large portion of Awakeners participate in Table Groups that regularly meet to eat together and share.

We desire a pastor who will support these groups.

Though we currently do not have many children / youth in our numbers, we are looking for our lead pastor to invest in our younger generation.

### **At Awaken, this will look like :**

- Regularly connecting with and supporting table group leaders in partnership with the Elders.
- Ensuring that the Awaken community provides mentoring to those individuals expressing an interest in keeping their faith.
- Facilitating sustainable practices for helping people to recognize, develop, and apply their passions in the ministry of Awaken and the community.
- Engaging the kids and youth in worship (i.e formal blessing or other involvement.)

# 5

## Shepherding

### Provide Pastoral Care

Awaken's pastor will oversee the shepherding of the church, in partnership with the elders, ensuring that the entire body is cared for. This will look differently depending on the season and the person, but will include things like visiting with families, celebrating new babies, bringing people together for conversation, and meeting people for coffee.

Shepherding will involve both holding people to account when they need it, but also building them up when they're hurting.

#### At Awaken, this will look like :

- Working with the Elders to develop a ministry of pastoral care that nurtures the mental, spiritual, and emotional health of the congregation; ensuring that the Elders are actively attending to the spiritual health and growth of the Awaken community.
- Direct involvement in pastoral care and counselling of individuals, couples, families, and groups as opportunities arise.

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## ESSENTIAL TASKS & RESPONSIBILITIES

- Lead and encourage effective communication to support a cohesive Sunday service.
- Work closely with the Finance team to prepare annual budgets and oversee church finances.
- Communicate with and support staff and Awaken leaders in each of their roles.
- Officiate over weddings, funerals, baptisms, communion services, child dedications and other events as appropriate.
- Demonstrate a kingdom mindset and model a lifestyle that includes networking within the broader church, social agencies and the local community.

# REPORTING STRUCTURE

The Lead Pastor's employer and supervisor will be Awaken's Church Council, who will be responsible for developing regular performance reviews. The Lead Pastor will also participate on the Elders Team as 'first among equals'. This team will also regularly check in with the Lead Pastor in regards to personal and family matters, sense of fit, etc.

## QUALIFICATIONS

### 1. Education

The Lead Pastor should, at minimum, possess a Bachelor's degree from an accredited Bible college.

### 2. Experience

The Lead Pastor should be able to speak to prior leadership roles within and outside the church – particularly in the area of teaching and discipleship. Prior experience in paid pastoral ministry would be beneficial. We recognize and value a diversity of life experiences and backgrounds.

### 3. Belief

The Lead Pastor should be committed to an orthodox understanding of Christian faith and adhere to the values of the the Canadian Association for Baptist Freedoms (CABF) and The Good Table, with whom Awaken is affiliated.

### 4. Credentialing

The Lead Pastor should be ordained or eligible for ordination with the Canadian Association for Baptist Freedoms (CABF).

## **COMPENSATION**

Compensation will be commensurate with training and experience.

## **HOURS PER WEEK**

This is a part-time position (approximately 20 hours per week) that we hope will grow as the church grows. Awaken is currently home to a small congregation of 25 to 30 congregants and has limited flexibility on our financial compensation package. We can be flexible in regards to hours worked and vacation offered, and would also be open to bi-vocational applicants.

## **APPLICATIONS**

We invite candidates to apply with your cover letter, resume, links to sermons, and references, to the search committee chairperson at [awakencommunity@gmail.com](mailto:awakencommunity@gmail.com).

Applicants are required to include 3 references who can speak to the Applicant's experience in ministry, skills, and character.

## **DEADLINE**

March 1<sup>st</sup>, 2026.