



Opportunity Profile

LEAD PASTOR
WELLSPRING CHURCH

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Wellspring Church is seeking a new Lead Pastor to join a growing, Spirit-led congregation.

The Lead Pastor will provide pastoral and organizational leadership for the day-to-day operations of all aspects of the church, giving special emphasis to staff, the Board of Elders, and teaching and preaching. Accountable to the Board of Elders, the Lead Pastor will serve to grow the heart, values and vision of the church; specifically as it relates to developing strategic plans to carry out the church's discerned vision. The Lead Pastor will also foster and facilitate the growth of the church's relational and spiritual health.

If you are a pastoral leader with a passion for teaching and equipping a congregation, we would love to connect with you!





WHO WE ARE

Wellspring Church is a Bible-based, inter-generational, community-minded church. A community of people being changed by an encounter with Jesus and the love of God. Wherever you are on the journey of faith - curious, skeptical or all-in - Wellspring is a place you can move closer to Christ, together.

We are a part of a larger family of churches called the Christian & Missionary Alliance (CMA). The Alliance has been a growing movement of churches since the 1880s. We are people committed to the Gospel of Jesus Christ. We are a group of more than 430 local churches in Canada and we engage in justice and compassion work in Canada and around the globe. We long to be a movement of churches transformed by Christ; transforming Canada and the world. We recognize the authority of the Bible in everything we do, and our thirst is to love God with everything we have - our hearts, souls and minds - and to love people as we love ourselves.



OUR VISION

Our vision as a church is to pursue a deep life in Christ. Like a tree that is planted by a stream of water, we desire to be a church that is nurtured by a constant flow of the Holy Spirit's presence and work causing us to be a church that is full of spiritual life and evidence of God's presence.

OUR MISSION

To be a Christ-centred, Spirit-filled church focused on expanding God's kingdom in the world.

OUR VALUES

Spirit-led - We value the prompting, leading and gifting of the Holy Spirit to minister in God's power.

Relationship - We value strong relationships and growing in loving community.

Transformation - We value lifelong discipleship in God's Word, seeking a changed heart, and seeking a transformed life.

Mission - We value living sacrificially to reach others with the good news of Jesus Christ.

KEY RESPONSIBILITIES

Leadership & Vision Casting

- Cast vision and develop strategic goals and priorities in collaboration with the Board of Elders.
- Model, communicate and promote the church's vision, mission and values.
- Oversee the personal and professional development of staff and ministry leaders.
- Provide positive coaching, mentoring, training and performance management.
- Promote a strong and empowering team culture where people minister in their talents and gifts of the Spirit.
- Give oversight and direction to all staff, programs and ministries of the church.
- Lead and develop the Elders to achieve the vision and values of the church.
- Work with the Board of Elders on policy and personnel management.
- Be the face and voice of the church within the CMA and local community.
- Build trusted and collaborative relationships with community partners and churches.



Preaching/Teaching & Equipping/Discipling



- Be the primary worship service speaker, providing application of biblical truths.
- Preach and teach the Word of God, using personal testimony and current events.
- Inspire the congregation to “be doers of the Word, and not hearers only.”
- Develop and maintain a preaching team for Sunday services.
- Encourage the congregation to grow and mature in Christ and share their faith.
- Maintain the biblical and doctrinal integrity of the church in concert with the Elders.
- Empower every congregant to be baptized, trained and equipped for service.
- Create an environment for people to discover and use their spiritual gifts.
- Work with staff and ministry leaders to develop intentional discipleship pathways.
- Promote and encourage every congregant to participate in a small group.
- Advocate and support the growth of NextGen Ministry (Youth and young adults).
- Encourage a culture of worship and encountering God's presence in corporate gatherings.

Missions & Evangelism

- Create a missional culture and priority of proclaiming the Good News of Jesus Christ.
- Put into practice innovative, evangelistic outreach programming and partnerships.
- Encourage outreach into the community to love people and serve others in need.
- Empower the congregation to be ambassadors of Christ in their circles of influence.
- Promote and provide short term missions opportunities, internationally and locally.
- Lead the church to prayerfully and financially support missions projects and partners.



Pastoral Care & Shepherding

- Oversee pastoral care and prayer, and support the church care team.
- Pray regularly for the church family, staff, leadership and all areas of ministry.
- Provide spiritual guidance, instruction and pastoral counseling.
- Follow up with the congregation in a caring and compassionate manner.
- Officiate weddings and funerals.
- Taking time to interact, engage and build relationships with the congregation.





Finance & Administration

- Provide oversight to the main operational needs and policies of the church.
- Maintain consistency and alignment with the constitution of the CMA in Canada.
- Oversee hiring of staff and ensure proper HR policies and agreements are in place.
- Ensure efficient execution of finance, operations, maintenance and administration.
- Oversee budget development and accurate financial reporting to the Board of Elders with the support of the Finance Committee.
- Advance the development and growth of digital strategy and online engagement.

QUALIFICATIONS

- Bachelor's degree in theology/biblical studies. Master's, preferred.
- 5+ years of leadership experience in church ministry.
- Demonstrated success leading multiple staff within a growing church.
- Gifted in biblical preaching/teaching with a mature understanding of the scriptures.
- A strategic thinker with an ability to collaborate to develop strategic plans.
- A clear communicator, effective delegator and a builder of strong relationships.
- Fully aligned with the vision, mission and values of Wellspring Church.
- Agreement with the Statement of Faith and Code of Ethics of the CMA in Canada.
- Ordained or able to be ordained within the CMA in Canada.
- A passionate missional heart and related experience in missions/outreach.
- Able to engage newcomers while enriching the faith life of current congregants.
- Experience working in a multicultural, multigenerational setting is preferred.
- Able to collaborate with and report to a committed Board of Elders.

CORE COMPETENCIES

- Vision.
- Leadership.
- Developing people.
- Spirit-led.
- Prayerful.
- Heart for people.
- Biblical knowledge.
- Preaching and teaching.
- Delegation.
- Humility and authenticity.
- Trustworthy.
- Relationship building.
- Emotional intelligence.
- Communication.
- Conflict management.
- Planning and organizing.
- Strategic thinking.



OUR SEARCH TEAM



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JEFF PITCHFORD LEADING THE SEARCH

Jeff is an accomplished Senior Executive, with over 25 years of leadership experience across the chemical manufacturing and food processing industries. He wears many hats including Business Consultant, Executive Coach, Board Member, Forum Chair and Birkman Certified Professional. Jeff specializes in leadership development and team-based business success. He is passionate about developing leaders and building high performance teams.



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KEITH KNIGHT SUPPORTING THE SEARCH

Keith has a long career in leadership development, communications and marketing. Over the past decade he served as Executive Director of the Canadian Christian Business Federation, a national network of Christian business and professional leaders. He inherited a small group of business leaders consisting of seven chapters in southern Ontario and grew the organization into a national network of 70 chapters with a database of 6,500 professional leaders, including about 80 Christian non-profits.



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MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Location: Burlington, ON

Application Deadline: February 28, 2024

Short List Interviews: March 2024

Start Date: TBD

Salary Range: \$90,000 - \$110,000

HOW TO APPLY

**Please forward a PDF of your resume and cover letter to info@nelsonandkraft.com.
Include "Wellspring - Lead Pastor" in the subject line.**

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