

LAKE WINDERMERE ALLIANCE CHURCH

LEAD PASTOR PROFILE

POSITION OVERVIEW

- * The Lead Pastor, in partnership with the Board of Elders, will be responsible for the overall vision and ministry of LWAC. They must be willing to serve our church & community through possessing a pastoral heart, a servant heart, as well as a heart for mission, both in our community & our world.

KEY PASTORAL SKILLS REQUIRED

- * visionary leadership fostering spiritual growth & discipleship.
- * strong preaching & teaching to inspire & equip believers 2 - 3 times per month.
- * leadership to oversee & mentor ministry staff and leadership.
- * team leadership through working collaboratively with the Elder's Board, Ministry Staff and Ministry Leaders.
- * Leadership Development: identify, develop, empower & mentor emerging leaders within the church.
- * Seek opportunities to reach & disciple people with the love & good news of Jesus.
- * Relational Leader who seeks to build bridges within our growing & diverse community through the love of Jesus.
- * Growing Pastor... one who seeks out opportunities for personal growth and professional development

PERSONAL CHARACTERISTICS

SPIRITUAL GIFTS

- * Servant Leader
- * Wisdom
- * Discernment
- * Exhortation

LEADERSHIP STYLE

- * Shepherd
- * Team Oriented
- * Visionary
- * Humility
- * Empower Leaders

HEART

- * Conviction
- * Prayer
- * Joy-Filled
- * Approachable / Authentic

RESPONSIBILITIES / EXPECTATIONS

- * Profess a faith in Jesus Christ & a solid personal relationship in Him.
- * Be in full agreement & compliance with C&MA Manual, C&MA Statement of Faith, and Statement on Human Sexuality.
- * Be active member of the overall pastoral staff team and provide input / ideas at team meetings and planning days.
- * Other duties as required (funerals, weddings, pre-marital counselling)
- * Sign and adhere to the Christian & Missionary Alliance Statement of Faith, and Statement of Human Sexuality.
- * Bachelor's Degree from an accredited college or university in Theology or Biblical Studies and /or a Master's of Divinity Degree.
- * Accredited and ordained in the Christian & Missionary Alliance or willing to complete both processes within the denomination.
- * Experience as a Lead Pastor is an asset.
- * Ability to preach & teach effectively / Heart for serving others.
- * Passionate about leading people into authentic relationship with God.

WHAT YOU CAN EXPECT FROM LWAC

- * Salary range of \$60,000 - \$84,000 depending on education, and years of pastoral experience in ministry (based on 40 hours / week)
- * The position allows up to 5 weeks vacation per year based on your years of ministry experience.
- * The position of Lead Pastor will receive a full medical benefits package and include participation in the Alliance Retirement Fund.
- * Sick Leave. You are allotted to one day per month up to 12 working days annually. Sick Leave is not cumulative and cannot be carried forward into subsequent years.
- * See 'LWAC Terms and Conditions' Attachments for a full description.

TO APPLY FOR THE LEAD PASTOR OF LWAC

- * Prayerfully consider Lead Pastor Position as you seek God's guidance.
- * Submit your resume, including a link to one, or more of your sermons to office@lwac.ca Attention: Lead Pastor Search Committee Chair.
- * Closing Date to Submit Your Resume: Friday, May 15, 2026
- * If you have any questions, don't hesitate to contact the LWAC Search Committee by the email address above, or by the Telephone # provided.

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