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## Pastor of Mosaic Ministries

30 hours per week

### 1. Philosophy of Ministry

#### TEAM MINISTRY

The foundation for effective ministry is given in 1 Peter 5:5-14. This text outlines four responsibilities for ministry staff:

- a. **Ministry:** Shepherd those who are under your care. Your relationship and commitment to people is your primary responsibility.
- b. **Management:** Serve as an overseer. Your relationship and commitment to people is your primary responsibility.
- c. **Modeling:** Be an example to those under your care and your credibility. Model a commitment to the vision, values and mission of First Alliance Church. Support the church as a participating member.
- d. **Motive:** Not greedy or motivated from compulsion, eager to serve with the right attitude and for the right reasons.

#### FIRST ALLIANCE CHURCH OBJECTIVES

Ministry staff are committed to **building lives that honour God**. To accomplish this purpose, ministry activities are focused on our five biblically-based life commitments aimed to build lives that:

- a. **HONOUR:** We will create environments where personal and corporate expressions of devotion to Christ are natural and normal.
- b. **CONNECT:** We will create environments where connection to Christ and His body are natural, intentional and authentic.
- c. **GROW:** We will create contagious environments where growing into Christ-likeness is natural, normal and expected.
- d. **SERVE:** We will create environments and provide opportunities for each person to discover and use their God-given abilities for His glory.
- e. **SHARE:** We will create environments and provide opportunities where sharing the love of Christ are natural and normal both locally and around the world. We will willingly share our resources, experiences and giftedness to train and encourage people whose intent is sharing the love of God.

#### PRIMARY TASK

The primary task of a ministry staff person is to help meet the goals of the church by recruiting, equipping and assisting lay leaders to develop and implement effective church ministries. This will take place through a variety of avenues with an emphasis on small groups as our primary method of implementation.



## 2. Position Purpose & Responsibilities

*For Pastoral positions:*

*This position is an appointed full-time (30 hours plus per week ) accredited worker of the Christian and Missionary Alliance Church of Canada and therefore has the charge and the responsibility to the entire church in administering the sacraments, counselling, baptisms, performing weddings and funerals, participating in the worship service, leading prayer meetings, etc. In addition, the responsibilities include:*

### **Role Specifics**

- Able to preach and teach in English
- Able to connect and relate well with multiple ethnicities regardless of their country of origin
- Provide pastoral and administrative leadership to all aspects of Mosaic Ministries at FAC, including, but not limited to
  - Volunteer recruitment and development
  - Evangelism and Outreach
  - Teaching and Discipling
  - Pastoral care
- Strategize for, and implement the goal to reach those unreached ethnic groupings within FAC's sphere of influence
- Welcome those who respond and help them to integrate into the life of the FAC congregation (FAC's focus is on the development of a multi-cultural rather than mono-cultural fellowship.)
- Provide pastoral and administrative leadership for refugee settlement issues at FAC (e.g., Furniture storage unit, document assistance, etc.)

*For all other positions:*

*To contribute to First Alliance Church overall vision and mission fulfillment by developing and implementing ministry and strategies for your scope of responsibilities. The specific areas for which you will be held responsible and accountable are defined as:*

### **All Staff**

- Develop annual ministry goals, plans, strategies and event calendars for ministry area responsibilities
- Guide the effective implementation of ministry plans
- Ensure maintenance of accurate statistical records for ministry area activity
- Evaluate effectiveness of programming within your ministry area
- Be in agreement with the Christian & Missionary Alliance statement of faith and be able to sign the First Alliance Church covenant
- Participate in all staff meetings, retreats, training and global events
- Maintain a lifestyle consistent with biblical standards for Christian behaviour
- Attend our weekend worship services as laid out in our current staff policy
- Participate in the development of Next Gen leaders at every opportunity



### **3. Breakdown of position (by %):**

- 40% - Recruit, equip and provide oversight of teams of Mosaic Ministries volunteers
  - For weekend services translation ministry (translators, equipment, scheduling)
  - For development of an ESL program
  - For assisting FAC-sponsored refugees to get settled
- 35% - Evangelism, Outreach, Pastoral Care, Teaching/Discipleship
- 10% - Small group and large group activities that focus on Mosaic Ministries.
- 15% - Administrative responsibilities related to Mosaic Ministries – Vision and goal setting, budget development, staff and volunteer meetings, reporting, correspondence and communication.

### **4. Accountability**

This position is directly accountable to the Pastor of Share Ministries.