



EVANGELICAL
FREE CHURCH
of LETHBRIDGE

MINISTER OF COMMUNITY ENGAGEMENT JOB DESCRIPTION

The Evangelical Free Church of Lethbridge has recently welcomed a new Lead Pastor and a new season is upon us. The church now invites qualified applicants, for the position of Minister of Community Engagement. This person will equip people to demonstrate and proclaim the gospel, individually and corporately, so that the Kingdom of God is made known in the Lethbridge region.



WHERE ARE WE?

The Evangelical Free Church of Lethbridge (EFCL) is active in a city of 100,000 people, located in southern Alberta, 222 km southeast of Calgary.¹

"Lethbridge is a beautiful small prairie city with tremendous community pride. Located at the heart of a large trading area, only two hours from Calgary and one hour from the US border, Lethbridge sits on the doorstep of the Canadian Rockies and two UNESCO world heritage sites. Lethbridge has two modern post-secondary institutions—the University of Lethbridge and Lethbridge College—a rarity for a community of this size. Its smaller size, lower cost of living, and higher quality of life make Lethbridge the community of choice for many."²

The city is further described as "one of those rare and wonderful places that manages to combine small city hospitality with big opportunities for exploration and fun. It's a highly progressive city that stays in touch with its roots, surprisingly diverse yet incredibly inclusive, with a bright future that springs from a fascinating past. For all of these reasons and countless others, Lethbridge is a truly unique destination in all of southern Alberta."³

¹ www.lethbridge.ca

² www.cmhc-schl.gc.ca/en/co/buho/seca/le/index.cfm

³ www.exploresouthwestalberta.ca/city-of-lethbridge

"Not to us, Lord, not to us but to your name be the glory, because of your love and faithfulness."
– Psalm 115:1

WHO ARE WE?

It is because of His love and faithfulness that in the last 58 years the Evangelical Free Church of Lethbridge has grown from a handful of devoted Christ-followers meeting in a school to a diverse group of over 1500 growing disciples meeting together weekly. Praise be to God!

- As a community-focused church, we currently offer multiple Sunday services, complemented by community groups and mid-week programming for all ages and stages, support and care ministries, and special events throughout the year.
- Features of our church that remain unchanged and ingrained over time are our devotion to unity, gospel-centred ethos, theology, prayer, commitment to families (cradle to grave), missions, welcoming spirit, innovative initiatives, and a growing maturity of believers.

Throughout our history, we have been marked by a commitment to the following core values:

Gospel-Centred Focus in All We Do

Because we are convinced that Christ is the hope for the world and the gospel is the power of salvation to those who believe, we will look for opportunities to declare and demonstrate the gospel wherever we are.

Sound Biblical Theology

Through the Bible we understand that God is already at work in our lives, communities, country, and world and that we are dependent on the Holy Spirit to guide and empower us. We demonstrate our trust and dependence on the Holy Spirit through prayer and patience.

Local and International Missions

Compelled by love and convinced that the gospel is the source of renewal for our communities, country, and world, each of us will take personal and proactive responsibility to declare and demonstrate the gospel and invite the lost and broken into community. As a body we will partner with other organizations, both here and overseas, to help people know and experience Jesus Christ's transforming love.

In Essentials UNITY; In Non-Essentials CHARITY; In ALL Things JESUS CHRIST.

Because we care more about one another than issues not central to the gospel, we demonstrate passionate affection and costly allegiance to one another and care for each other in every age and stage of discipleship. We will be equally comfortable with messiness and excellence, recognizing that others may not always do things the way we would as we engage in Jesus's mission in community.



OUR MISSION

We love God, love one another, and love our neighbours so that people become passionately committed to hearing and obeying God, and teaching others to do the same.

OUR VISION

We dream of being a movement of people who build bridges into our neighbourhoods and the world because God has created a bridge of love to us.

We desire to:

Passionately follow the Father and be transformed into His likeness.

Graciously enfold anyone into our warm and loving, Spirit-led family.

Boldly love our community, speaking hope through Jesus and reaching out to those in need.

DIRECTIONAL STATEMENTS

The following are areas we feel God has directed us to focus on over the next couple of years in order to achieve our mission and vision.

UP// SPIRITUAL RENEWAL

SEEKING SPIRITUAL RENEWAL, WE WILL:

- Lean into prayer. We will humbly seek and listen to God and be obedient to His promptings. (John 16:13)
- Look to the board and staff to lead the way as role models who live confessional lives, listen in prayer, and develop deep relationships with those outside of the Kingdom. (1 Timothy 3:1–2)
- Become bold Kingdom people who fully understand and live the Gospel in our lives, and are able to communicate this fluently in our daily language to our neighbours. (1 Peter 3:15)
- Teach and model how to fully love God and others by living simpler and less busy lives. The church will help to achieve this by simplifying our ministry to its most fruitful core. (Matthew 6:33)

IN// MULTIPLYING DISCIPLES

TO BECOME MULTIPLYING DISCIPLES, WE WILL:

- Create a simple, relational, and repeatable pathway of Biblical discipleship that leads followers of Jesus into alignment with God's mission. (Matthew 28:18–20)
- Lead people to effectively engage in discipling relationships focused on how we can connect people to God (UP), grow disciples (IN), and/or to reach out to our neighbours (OUT). (Colossians 3:12–17)
- Develop simple tools followers of Jesus can put to use as they learn to disciple people in their circles of influence. (Acts 19:9–10)
- Seek ways to improve shepherding and loving those that God has entrusted to us, and help new people connect to our caring community quickly and effectively. (1 Peter 5:2)

OUT// MISSIONAL ENGAGEMENT

TO BUILD BRIDGES TO OUR NEIGHBOURS, WE WILL:

- Build deep relationships with those people who are not yet following Jesus. Pray that each one would reach one. (Romans 10:14–15)
- Welcome the broken among us and reach out to our city with a corporate focus on the needy, demonstrating the love and compassion of Christ. (Matthew 25:40)
- Establish a footprint in Southbrook as a corporate example of what all people at E-Free should do in their neighbourhoods. (Acts 1:8)
- Build our ministry to new Canadians, recognizing God has brought the mission field of the world to our door. (Acts 28:30–31)
- Step up our engagement in global missions, strengthening and clarifying our current international partnerships and establishing a new strategic plan. (Acts 1:8)

MINISTRY POSITION PROFILE: MINISTER OF COMMUNITY ENGAGEMENT

Purpose: To equip people to demonstrate and proclaim the gospel, individually and corporately, so that the Kingdom of God is made known in the Lethbridge region.

Reports To: This position will report to the Lead Pastor or designate in respect to all areas of responsibility.

Education and Qualifications

- A person of deep faith, Godly wisdom and courage, and a biblical leader with the characteristics described in 1 Timothy 3 and Titus 1
- A Master's or Bachelor's degree in theology, missiology, or other relevant field; alternately, leadership experience in an organization or large church
- Effective as a team player and leader
- Models a servant leadership style
- Community involvement at a leadership level
- Knowledge of and commitment to the mission, vision, and values of the Evangelical Free Church of Lethbridge
- Appropriate pastoral credentialing with the Evangelical Free Church of Canada, or willingness to engage with the denomination
- Commitment to the empowerment and equipping of lay people to lead our ministries

Experience, Abilities, and Skills Required

- 5 – 10 years of providing leadership in an organization or large church
- Highly motivated, with a commitment to excellence
- Gifted in organizational leadership and skilled in implementation and integration
- Attention to detail and ability to prioritize work tasks across a diverse set of people
- Good written, oral, and interpersonal communication skills
- Committed to exhibiting a positive attitude and living a healthy, balanced lifestyle
- Ability to work with and lead volunteers
- Spiritual gifts in the areas of leadership, discernment, and mercy
- A clear testimony of seeking God and living according to principles of biblical character

Core Responsibilities and Duties

1. *Live an exemplary life as a disciple of Christ who seeks to hear God's voice, obey, and teach others to do the same.*
2. *Outreach - To support the outward focus of people's discipleship by involving them in activities that foster witness to neighbours, colleagues, family and friends*
 - To oversee the development and execution of an effective outreach plan that supports the mission, vision, and strategic directions of EFCL
 - To oversee the development and implementation of core outreach activities of EFCL in our discipleship plan
 - To use relational opportunities, life transition ministries (weddings / child dedications / funerals), and community events to further our Kingdom influence in our city
 - To build and manage key partnerships that support or align with EFCL's outreach priorities (i.e. institutional partnerships / ministry partnerships / Southbrook community)
 - To support and catalyze lay-led outreach ministries of EFCL

Core Responsibilities and Duties (ctd.)

3. *Compassion and Justice Ministries – To support the outward focus of people's discipleship by involving them in activities that address suffering and poverty in the local region*

- To oversee the development and execution of an effective compassion and justice plan that supports the mission, vision, and strategic directions of EFCL
- To oversee and develop core compassion and justice ministries of EFCL that address significant social issues in our community
- To build and manage key partnerships that support or align with the priorities of EFCL's compassion and justice ministries
- To support and catalyze lay-led outreach ministries of EFCL

4. *To develop an education and communications strategy that supports the outreach programs and the compassion and justice programs of EFCL*

- To equip people to be gospel fluent
- To cast the vision at EFCL for outreach and compassion and justice
- To provide cultural awareness training and understanding of current issues
- To identify and promote opportunities for involvement, including volunteerism and prayer

5. *To provide mature Christian leadership that supports the entire work of EFCL, with special focus on EFCL's outward focused ministries.*

- To work collaboratively and complementarily with the Minister of Cross-Cultural Ministries in leading the outward focus of EFCL, recognizing that there will be responsibilities and priorities that are held in common
- To build an effective team of staff and volunteers who will lead in all these areas
- To ensure the sound administration and financial management of all activities
- To support the work of the Lead Team in providing overall leadership to EFCL
- Other duties as assigned

If, after prayerful consideration, you feel called to this position then we want to hear from you.

To apply, please send the following in PDF format to the private and confidential email search@efreelethbridge.ca with the subject line 'Minister of Community Engagement':

- A cover letter expressing why you are interested and how your experiences have prepared you for this ministry
- Your comprehensive resume
- Your faith story
- Your philosophy of ministry

Applications received until August 24, 2020 or until a suitable candidate is found.