

VIII What Kind of Pastoral Leader Do We Need?

- The information provided in this profile has been developed to help prospective Lead Pastor candidates and the congregation of North Shore Alliance to have a greater sense of clarity about what kind of Pastor the church needs at this point in the church's ministry journey.
- Applicants are required to be accredited with the Christian and Missionary Alliance
- Educational requirements include theological training at a Bachelor degree level or higher from an accredited school, or acceptable equivalents

1. Executive Summary for Lead Pastor Search

North Shore Alliance Church seeks an experienced Lead Pastor who has a strong sense of pastoral calling to shepherd and lead our church community to achieve its God-given sense of mission and vision. Someone who resonates with, is excited to adopt, and help us further refine our current vision and values.

We seek a Lead Pastor who will embrace this church and community and desire to be part of a church deeply committed to engaging the North Shore Community - able to understand the West Coast post-Christian culture which is prevalent in the North Shore and the unique challenges for ministry in this context.

We seek a leader who is able to inspire and motivate people and equip them to be sincere Christ-followers and influencers in a post-Christian culture. Regardless of his/her age, he/she needs to be effective in ministry to a congregation with a wide demographic profile.

We desire to welcome a collaborative leader with some proven pastoral experience who will nurture a team leadership environment for the pastoral staff. We seek a confident but sensitive leader who shares our conviction that God has a future and a purpose for our church in our community. He/She must be an effective biblical preacher/teacher.

We seek a developer of leaders including the identification and development of younger leaders. Someone who has proven ability to reach and minister to the next generation.

We seek a leader who balances leadership skills with a collaborative empowering leadership style – someone who enjoys working with people and equipping them for ministry.

2. Character qualities, Competencies/Skills and Preferred Leadership Styles

The following Character Qualities, Competencies and Ministry Skill and Preferred Leadership Styles have been identified as very important for effective pastoral leadership within our congregation. We recognize that no one will be strong in all of these areas. Collectively they describe a leadership style that is desirable for our church. We also recognize that every pastoral leader is a “work in progress” throughout their ministry. We are committed to providing resources, training and appropriate mentors for the Lead Pastor in his/her ongoing journey of pastoral ministry development.

Key Character Qualities	Key Competencies and Ministry Skills
<ul style="list-style-type: none"> • A life of spiritual growth, vitality and prayer • Dependence on God that inspires others to do the same • A sincere love for people in the church and the community • Integrity – is reliable, keeps their promises, trustworthy • Personal humility • Accountable – takes responsibility and ownership for their actions 	<ul style="list-style-type: none"> • Leadership – able to make decisions, to lead and inspire people to follow, to stay on course • Preaching – above average skills to consistently preach relevant meaningful messages • Team Builder - able to develop effective leadership teams staff, board, and lay ministry • Encourager/Motivator - able to nurture, build up and inspire people • Teacher - the ability to explain the Word and develop others who can teach as well • Collaborator – works effectively with others to develop and implement plans (not a “lone ranger” leader) • Equipper – the ability to “equip the saints” to do the work of ministry
<p>Preferred Leadership Style – A leader who</p>	
<ul style="list-style-type: none"> • Consistently motivates and inspires others • Prefers to collaborate and build consensus • Is a servant-leader • Listens to all points of view and is able to find collaborative solutions • Is able to delegate effectively • Gives guidance and direction to the Lead Team 	