



**PASTOR OF CARE MINISTRY**  
**Ministry Position Description – March 2021**

40 hours per week (*We are flexible to 30 hours*)

Southview Church is seeking a pastor with a deep relationship and walk with Jesus that forms and informs all aspects of life and ministry. Our ideal candidate will have strong visionary and pastoral leadership, spiritual gifts and abilities in the areas of equipping, teaching, leading, shepherding and vision casting. This person will be a team player with a pastor's heart and a deep love for people, relating well to people of diverse generations, backgrounds and social groups. We are looking for a leader that has a demonstrated capacity to build and release people for ministry and for creating and shaping a discipleship culture. This pastor will be passionate, self-motivated and action-oriented with a commitment to creativity and problem-solving and ultimately, Kingdom impact. A key part of this role will be building and caring for leaders who will serve, equip, and empower others for the work of ministry.

**Care Ministry Vision:**

- Expressing the compassion, hope and wholeness found in Christ to those in our church community.

**Purpose of Position:**

- To lead and equip teams in the development of a culture of care throughout the Southview Church community.

**Reports to:**

- Senior Ministry Leader

**Provides Leadership to:**

- Care ministry staff and lay teams

**Key Ministry Relationships:**

- Senior Ministry Leader
- Adult Discipleship Team
- Care Ministry Staff & Key Leaders

**Core Responsibilities:**

- 1. Champion Southview's Care Ministry Vision, Culture, and Strategy.**
  - a. Contextualize Southview's vision for Care Ministry and develop a culture of care that is persistently practiced across the Southview body.
  - b. Develop and implement a strategy for delivering the care support by caring and compassionate teams.
- 2. Oversee and Coordinate Congregational Care.**
  - a. Develop expectations, processes, and practices for providing care as appropriate.
  - b. Oversee benevolent ministry and strategy.
  - c. Provide an appropriate follow up process to ensure needs are being met and not missed.
  - d. Identify and assess outside counselling partners and agencies to provide a recommended list for external referrals.
  - e. Coordinate care training and leadership development.
- 3. Recruit, Equip, and Mobilize Lay Leaders to Minister in Care Ministry.**
  - a. Develop and implement necessary communication channels and process to ensure congregational needs are known and addressed.
  - b. Provide training and equipping for lay leaders.
  - c. Identify and develop appropriate support groups and care teams to meet congregational care needs.
  - d. Partner with outside agencies as appropriate to deliver care ministries that are beyond Southview's capabilities or resources.

**4. Collaborate with Other Ministries:**

- a. Especially with our small group ministry to provide a culture of caring for one another.
- b. Establish and communicate appropriate vision for small group care.
- c. Collaborate on necessary training and equipping for small group leaders.
- d. Enable communication to make small group leaders aware of other Southview care ministries that may help (care team, benevolence, widow care, grief/divorce care, etc.)

**5. Pastoral Care:**

- a. Engage in personal pastoral care for congregants through pastoral prayer, and encouragement, visitation (hospital, home or phone calls), funerals, and counselling (marriage, addiction, grief, general)

**6. Other Ministry:**

- a. Member of Southview's pastoral team, preaching as needed, input and guidance to the overall vision and mission of Southview, and other ministry activities and projects assigned.

**Qualifications:**

- Demonstrates Christ-like character, evidence of a Spirit-filled life, and passion for the scriptures.
- Demonstrates effectiveness in building and leading both staff and volunteer teams.
- Demonstrates experience in designing strategy and then implementing and executing new ministry initiatives.
- Commitment to lay empowerment model of ministry.
- Models servant leadership.
- Team player with a pastor's heart.
- Highly motivated with a commitment to building God's Kingdom.
- Knowledge, agreement, and commitment to the mission, vision and values of Southview Church.
- 5+ years of ministry experience; preferably with a degree in a ministry related field.
- Be or able to become licensed with the C&MA

**Core Competencies:**

**MS Office**

- Intermediate computer skills using the full MS Office Suite.

**Judgment/Decision Making**

- Takes balanced view of situations incorporating different perspectives. Seeks alternative viewpoints. Recognizes priorities, weighs up different options and evaluates risks. Reaches logical conclusions and decides on appropriate plan of action. Evaluates previous judgements to improve.

**Personal Motivation**

- Sets personal goals which are challenging but achievable. Pursues these with energy, persistence, and determination. Enthusiastic and committed to improving personal performance levels.

**Flexibility/Adaptability**

- Has actively sought to learn new things on own initiative. Has responded positively to change and adapted to new situations quickly. Able to take on a diverse range of tasks equally effectively.

**Initiative/Independence**

- Able to work things out without having to be shown too often. Takes responsibility for own time and effectiveness. Alert to opportunities to contribute appropriately without being told. Able to spot and implement opportunities for improving situations. Able to work within the context of a larger integrated and collaborative team.

**Application Process:**

Submit a cover letter and resume by email to:

Michele Black

Executive Assistant to Senior Ministry Leader, Southview Church, Calgary, AB

Email: [michele@southviewchurch.com](mailto:michele@southviewchurch.com)

*This posting will remain open until a suitable candidate is found.*

*You will receive an email to indicate that your resume and application have been received.*

*You will only be contacted if we wish to proceed with the process.*