

Cumberland Community Church Job Description

Effective Date: 2022

Title: Replant Pastor

OVERVIEW:

The congregation and Leadership Team of Cumberland Community Church (CCC) have a passion for the Village of Cumberland. Yet with a heavy heart they realized that as a church, they no longer had the capability to maintain the church operations for more than a few months. Looking back at the past 7 ½ years they realized that rather than 'Making Christ Known' in the Village of Cumberland, the community had grown exponentially, while the congregation continues to dwindle with little if any discernable impact in the village.

Working with the FebPacific Lifecycle Team and Courtenay Fellowship Baptist Church (CFBC), a replant plan was developed that involved a 'Clean Break'. This plan involves the relinquishing of church membership as an Interim CCC Leadership Team conducts a pastoral search. All assets of the CCC will then be given to the new church replant.

CCC is seeking a replant pastor. We expect the candidate to be Spirit filled, Bible believing and have a passionate relationship with Jesus. This replant pastor will demonstrate a dynamic and reproducible walk with God, be gifted at communicating, have an ability to equip others, and be a dedicated team player. He will develop a church mission to glorify God by making disciples of Jesus Christ.

The current CCC congregation will withdraw their membership for a clean break and allow for a brand new replant. This does not mean that they have abandoned their love for Cumberland, but rather want to allow a replant to grow without incumbrances of an 'old guard'. A number of former members are supporting this replant financially, and could consider applying for membership when the time is right.

The replant pastor will identify a leadership team that will replace the current Interim Leadership Team conducting this pastoral search. Working with the leadership team he will develop a vision and core values which promotes the mission. He will lead the staff and/or volunteer team in developing strategies for engaging, equipping and empowering the growing congregation to fulfill the church's mission.

POSITION PURPOSE:

The purpose is to replant a Gospel centered church in Cumberland, which is dedicated to missional work in Cumberland Village for the glory of God. The position will require a relational pastor who is able to gather believers and call them to the vision of the church replant. With entrepreneurial skills, they will engage, equip, and empower others toward missional activities while growing as disciples themselves.

EXPECTATIONS AND QUALIFICATIONS:

1. Character

- A baptized follower of Jesus who lives a Spirit filled life.
- Evidences fruit of the Spirit and grows closer to Jesus through regular Bible reading and prayer. This is evidenced in the home and throughout all of life.
- Demonstrates emotional health when navigating difficult circumstances. They are self-aware, patient, and persevering with humble boldness. Practices Sabbath rest and time for personal refueling.
- Aligned beliefs. (see the statement of faith)
- Has supportive relationships: has the humility to allow people to speak into their life. Champions team work and is able to work with others.

2. Competency

- Entrepreneurial:
 - Leads in innovative and creative ways to be relevant to the community.
 - Able to think resourcefully, is not afraid to fail, creates new opportunities.
 - Self-starter, does not need micromanaging.
 - Exhibits a humble boldness while charting new territory.
- Visionary:
 - Inspires people to follow Jesus.
 - Mobilizes, empowers and equips others to move towards the vision.
 - Communicates effectively.
 - Able to respond to situations in a strategic way.
- Relational:
 - Values the benefit of the whole body
 - Is someone people want to follow
 - Creates opportunities where people can belong and get involved

3. Missional

- Intentionally and passionately shares the Good News of Jesus with the community and leads others to do the same.
- Is able to create platforms for reaching into the community.
- Enthusiastic about promoting and supporting both local and global missions opportunities.
- Strategically engages with the community.

OTHER INFORMATION:

1. Relocate to live in the Village of Cumberland since this is a ministry for Cumberland.
2. Leadership Structure: The replant pastor is accountable to the Leadership Team. All staff and/or volunteers are accountable to the replant pastor.
3. Personal Development: Involvement in C2C Church Planting Network and mentored locally with Pastor Rich Priebe of CFBC.
4. Compensation: This is a full-time salaried position with benefits.
5. Contact Information: Interested applicants may send a cover letter and resume to:
Cumberland Community Church.

Email CumberlandCC-Search@telus.net
(Confidentiality will be ensured)

Church website: <https://www.cumberlandcommunitychurch.ca/>