

# Job Posting: Executive Pastor of Campuses and Leadership



## About Beulah

- Approaching its 100 year anniversary, Beulah is a thriving multisite church in Edmonton, AB with a weekly attendance of over 3200, staffed with highly motivated and skilled team members.
- Beulah is multi-generational and multi-ethnic which is represented in its staff, its congregation and its ministries. Beulah hosts services in English, Spanish and Arabic.
- Beulah is committed to multisite ministry with three existing campuses.

## Role Snapshot

This position is responsible to come alongside the Lead Pastor in leading Beulah's multisite strategy and Leadership Pathway to reach 1% of Edmonton for Christ. This is an executive leadership team position that will focus on strategic leadership, staff development, and organizational development.

### Multisite (45%)

- Work closely with the Executive Leadership Team to translate vision into reality. Partner in setting ministry direction for all Beulah campuses.
- Assist the Lead Pastor in the development and fulfillment of strategic endeavors focused on the multiplication of leaders and campuses.
- Provide leadership and direction to Beulah's multisite initiatives reinforcing Beulah's vision, mission and core values at all campuses.
- Recruit, coach, develop, and supervise campus pastors.
- Coach and brainstorm new creative initiatives at the campus level, ensuring alignment for core strategy without compromising opportunity.
- Provide strategic input and planning to develop a long term facilities plan for current and future sites.
- Lead initiatives for new campus launches.
- Define and develop our pipeline for future Campus Pastors and campus staff.
- Serve as a member of Beulah's Executive Team. This includes participation in high level discussions regarding:
  - Oversight of Mission and Vision.
  - Partner in creation of the Board of Elders agenda and board engagement.
  - HR salary grids and overall budgeting.
  - Risk management, legal and external relations.
  - Facility and campus maintenance.

### Leadership Development (45%)

- Lead the Movement/Innovation Workgroup to further develop and grow Beulah's Leadership Pathway for the development of present and future volunteers.
- Oversee Beulah's Leadership Pathway across all campuses and ministry areas, ensuring a common set of language, tools, systems, values, and outcomes.
- Facilitate the global strategy for training, coaching, and mentoring of volunteer and staff leaders.
- Create systems for personal growth in existing attenders, leaders, and staff.
- Identify and assess potential leaders.
- Develop and launch a school of ministry.

### Other Pastoral Responsibilities (10%)

- Function as one of the point leaders, along with the other executive leadership team members, in the Lead Pastor's absence.
- Preach and teach on the weekend and midweek as assigned.
- Equip, train and provide spiritual direction for lay people within ministry areas.
- As a spiritual leader responsible to minister to the congregation by:
  - Performing weddings, baptisms and funerals as required
  - Administering sacraments as necessary
  - Represent the church in outside committees and task forces (within plans).

### Education, Experience and Personal Characteristics Required

- A committed follower of Jesus Christ who demonstrates spiritual maturity and models an authentic relationship with the Lord.
- Highly relational and able to coach staff in an Eph. 4:12 ministry environment.
- Strategic thinking, planning and organizing skills.
- Experienced manager in a matrix and multi-level staffing environment.
- Motivational and inspiring communicator in small, medium and large environments.
- Understands change management and has executed it successfully.
- Able to relate well with staff, volunteer leaders, congregants and guests.
- Self-starter with entrepreneurial work ethic and a demonstrated ability to develop and implement projects within assigned deadlines.
- Ability to lead from the second chair.
- Ability to work in a large, multi-staff setting and collaborate effectively in cross functional teams utilizing highly developed communication (written and verbal), project and time management, and collaboration skills.
- Ability to relate to and work with the Lead Pastor and other senior leaders while accomplishing Beulah's vision.
- Previous experience as a church planter or campus pastor.
- Flexible and teachable team player with experience in mobilizing and leading volunteers.
- A commitment to prayer and a healthy work-life balance.
- Handle confidential matters and material with discernment.
- A bachelor's degree is required, master's degree preferred, and must have knowledge of, experience in (5 – 10 years), and a heart for ministry.
- As a member of clergy must be fully licensed with the Christian and Missionary Alliance denomination in Canada.
- Must have a car to travel to campuses and offsite meetings.
- Primary spiritual gifts: leadership, shepherding, discernment and administration.

### What's it like to live in Edmonton? (Edmonton is a hidden gem!)

A vibrant city that is a hub of music, culture, academics and government; a liveable city with a thriving and diverse economy. Home prices are reasonable, taxes are low and incomes tend to be higher.

**Desired Start Date:** Spring or Summer 2021. Specific date to be determined with the successful candidate.

Think you're a great fit for this job? If you believe that God may be calling you to this position please submit your curriculum vitae to [resume@beulah.ca](mailto:resume@beulah.ca). No phone calls please.