

Rector (Lead Pastor) Job Description

This role of Rector is multifaceted, encompassing a number of proficiencies in preaching, teaching, administering the sacraments, attending to spiritual formation, and providing pastoral care. The Rector is a qualified candidate who can faithfully lead and care for the congregation as we grow in Christlikeness and serve Christ in our city.

This person, through God's grace, models a life following Jesus in thought, word, and deed. The Rector also plays a key role in discerning and implementing the vision, mission, and values of the church. This person is additionally responsible for equipping and pastoring the staff team while leading church operations with the support of the staff and Parish Council. The Rector reports directly to the Bishop of the Anglican Network in Canada (ANiC).

Type of Position

Full time, permanent ministry position (though a part-time or bi-vocational applicant may be considered).

Working Hours

- Flexible, based on some ministry needing to be done in the evenings.
- Regular attendance required at Sunday services, weekly prayer meetings, and all church- wide events.
- Required Sabbath day per week, consisting of a 24 hour period of rest from all work related to ministry.

Compensation

- Base Salary: Negotiable according to experience and education (based on the ANiC salary grid).
- Benefits: Extended Health Benefits under ANiC's benefits plan.
- RRSP matching under ANiC's RRSP plan.
- Vacation: 4-6 weeks upon collaboration with the staff team and the Parish Council, plus flex time between Christmas and New Year.
- Flexible Sick and Mental Health days.

Experience and Education

- Ordained Priest within the Anglican Church of North America / ANiC.
- 5+ years experience leading and pastoring in a local church context is required, or equivalent experience in another industry, or clearly demonstrated competencies and readiness to grow into this role.

Responsibilities

When it comes to hiring a Rector, we understand that we are hiring a whole person and not simply filling a role. Below we outline the general responsibilities of a Rector, but we understand that how these will be worked out in practice will depend on the individual that we hire. The exact contours of this role will be shaped by their God-given gifts, personality, and passions. Our expectation is that the Rector will be adaptable to the needs of our church (as the church will need to adapt to them), and help us truly live into our identity, vision, and gifting as a distinctly Anglican and, deliberately missional church in downtown Vancouver.

Preaching, Teaching, and Sacraments

Everything we do as a church is in the hope that people will discover or rediscover the good news of God with us. As the primary teaching pastor, the Rector will reflect this vision in their preaching. Their preaching will be centred on the gospel, built on the authority of scripture, and welcoming to those exploring or re-exploring the Christian faith. In addition the Rector will:

- Continue to develop the preaching team at St. Peter's, with the intention that there would be opportunities and continued development for other preachers within our community.
- Plan a preaching schedule based around the Church Calendar (e.g. Advent, and Lent).
- Faithfully administer the sacraments (Communion on a weekly basis and baptisms seasonally).

Spiritual Formation

The Rector will seek to provide opportunities for discipleship and spiritual formation to our staff and broader community. This will also include:

- Directly discipling staff and members of our community in leadership.
- Working with the Ministry Director to coach and develop the staff team.
- Leading weekly staff meetings.
- Directing staff retreats as needed.
- Developing programs for spiritual growth and formation of our church.

Vision and Strategy

The Rector will discern initiatives through which the church seeks the kingdom of God and areas of growth that align with our church's mission. In addition, the Rector will:

- Collaborate with our Bishop and fellow clergy in the city to support ANiC's vision within our church.
- Serve on our Parish Council as Rector and participate in monthly meetings.
- Engage with theology as it relates to cultural issues, including topics of racial justice and reconciliation, sexuality, and our witness in Downtown Vancouver.

Who are we looking for?

We are looking for a Rector that is an ordained priest in ANiC/ACNA with +5 years experience. They will faithfully lead and care for our congregation leading us to discover the Goodness of God, grow in Christlikeness, and serve the city of Vancouver.

The Rector will embody the following qualities:

Teaching — You equip followers of Christ through biblical wisdom and guidance with gentleness and respect. You work to accurately handle God's Word and apply it to life and our current cultural context. You try to protect the community of faith by understanding and confuting those who contradict the gospel. You are more committed to the Kingdom than any political ideology.

Teachable — You are open to new perspectives, able to be taught by others, always holding a posture of grace and humility. You are open to receiving instruction, taking directions, and being corrected.

Leading — You build trust with people and care for the people of God. You show emotional intelligence, discerning the time to speak and the time to remain silent. You counsel people with biblical truth, without using proof texts as bandages or bludgeons. You sit in grief and rejoice in celebration. You lead with care by pointing to Jesus.

Collaborative — You work alongside others, listen to different perspectives, and work collaboratively to discern a way forward. You aspire to be an effective team member and builder who seeks to strengthen relationships, foster interdependence, and create ownership of ministries by empowering the giftedness of others.

Discipleship — You empower people to grow in Christlikeness and desire to help people to fulfill their particular callings to follow Christ. You can supervise others and exhibit the ability to encourage and challenge them to faithfully steward their roles, responsibilities, and resources. You can offer feedback constructively, graciously, and truthfully.

Growth mindset — You lead with a desire to learn and therefore a tendency to embrace challenges, persist in the face of setbacks, see effort as the path to maturity, learn from criticism, and find lessons and inspiration in the success of others.

Holiness — You demonstrate a personal lifestyle consistent with Gospel standards. You aspire to consistently grow and seek the development of Christ-like character by taking care of yourself through a personal and prayerful relationship with Christ.

Intrinsically motivated — You are a self-starter with a strong work ethic. You can implement ideas. You manage your time well.

Organized and Administrative — You can prioritize and handle the challenge of multiple high-level responsibilities. You have good time management skills and plan in advance. You can develop and implement strategies.

Compassionate — You are aware of your own brokenness and the brokenness of others, seeking to find healing and hope in the grace of Christ, exemplified by the way Peter was restored between the two firesides.

How to Apply

Applications are to include a cover letter, resume, and three written references (one from someone you have discipled, one from a non-Christian, and one from a previous employer). These initial one-page references simply need to affirm your desire and suitability for applying to this position.

We are committed to an ethic of inclusion and to the equal treatment of all persons without discrimination.

Applications can be submitted to **jobs@stpetersfireside.org**.