

## **LEAD MINISTER**

### **Direction**

"St. Andrew's is a vital growing Church, embracing change and discovery as it seeks opportunities to serve God." (Vision statement, adopted 1995) In 2012 the congregation also accepted A Vision for Mission which includes these statements, "St. Andrew's is an intentional missional congregation in which mission is core to our purpose and identity.... Mission for us is our response to Christ's call to love our neighbour."

The work of the Lead Minister is to be aligned with these statements.

### **Accountability**

Accountable to Presbytery for ministerial conduct (Book of Forms 249) and to Session for performance of ministerial duties with the support of the Ministry Resource & Accountability Team. The Lead Minister shall have an annual performance review directed by the Ministry Resource & Accountability Team.

### **Purpose**

To lead the ministerial team at St. Andrew's with particular focus on the vision and direction, strategic planning, oversight of operations and leadership of worship and preaching.

### **Relationships**

Relates to the Session as primary moderator, with support from the other ministers, to the ministerial team as leader, to the congregation as Minister of Word and Sacraments, to the Stewardship and Planning Team as an advisor and to the Presbytery, Synod and General Assembly as directed by The Book of Forms and ordination vows.

### **Responsibilities**

The Lead Minister shall:

#### *Common Responsibilities*

- Seek to grow in grace and understanding of the gospel and make time for spiritual growth and study.
- Be an active and contributing member of the ministerial team in the development of new programs, ministries and activities which will enhance the life and ministry of St. Andrew's.
- Share in crisis care and ongoing pastoral counselling in consultation with the Associate Minister, Congregational Care.

#### *Specific Responsibilities*

- Lead the planning of worship and assume primary responsibility for preaching, sharing leadership with sacraments.
- Be responsible for leading the development and renewal of the vision and direction of St. Andrew's in consultation with the ministerial team and Session.
- Be responsible for the internal and external communication at St. Andrew's in consultation with the ministerial team and Session.
- Determine, in conjunction with the rest of the ministerial team, the division of labour which will serve the needs of the congregation most effectively and present this to Session for approval.
- Provide leadership and support to the following teams: Worship, Stewardship & Planning, Personnel, Communion and Welcome & Fellowship.
- Lead the development of 3-5 year plan for the continued growth and vitality of St. Andrew's and an annual ministry plan for all 3 ministerial positions for approval by Session.
- Provide direct supervision for Director of Music and Office Manager.
- Schedule regular meetings for the ministerial team, the staff or joint meetings of both for encouraging effectiveness as a team.
- Fulfill such other duties as may become necessary in the developing life of the congregation.