



OPPORTUNITY PROFILE

PASTORAL TEAM LEAD
CELEBRATION CHURCH

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EXECUTIVE SUMMARY

Celebration Church, in Regina, SK, is an independent church of approximately 200 with a loving congregation focused on bringing the message of Jesus to the world. We value encountering God in our services, desire to build bridges between the churches in our city, and believe strongly in the believers call to actively be a house of prayer. We support mission locally and abroad, providing practical and spiritual support for those in need.

Celebration is seeking a Pastoral Team Lead (PTL) who has a heart for Jesus, is a leader of leaders, and is committed to the faithful preaching of God's Word. The PTL is the appointed spiritual leader of the congregation, tasked with the responsibility of helping people grow in their faith and desire to live out the Great Commission in their homes, workplaces, and areas of influence.

The PTL will lead a Pastoral Team of five pastoral and operational staff, providing oversight, coaching, and leadership as Celebration looks to grow its effectiveness, influence, and opportunity in our city. As they do so, the PTL will report to our Board of Elders, working together in a spirit of partnership and empowerment as they together look to lead Celebration into a tremendous future.



OUR STORY

Celebration was founded in 1960 as a missional outreach of the Grace Lutheran Church. Originally named Glen Elm Lutheran, in 1978 – under Pastor Dan Sattlemeier- the church was influenced by the charismatic movement, emphasizing the gifts and presence of the Holy Spirit in a believer’s life. With renewal came contemporary worship music, healing, and other miracles, as people experienced God’s power and presence in their lives.

In 1995 another huge step was undertaken with the building of a new church, which brought with it a new name - Celebration Church. This new building attracted many new visitors and members.

In 2008 Celebration voted unanimously to leave the Lutheran Church of Canada over differences in ministry practices that were very important in the life of a Spirit-led church. While still maintaining some historical roots, Celebration intentionally sought after a deeper understanding of what the Holy Spirit was teaching to the world-wide community, learning and gleaning from many influences and leaders from the renewal stream.

As an independent Church we have sought to form affiliations that support the Pastoral Team Lead as well as the congregation. To this end Celebration affiliated with the Alliance of Renewal Church (ARC) from 2008- 2017, and Church Renewal out of Southland Church in Steinbach, MB from 2017 to 2021. Over the past two years under the leadership of Interm Lead Pastor Nico Deschner, Celebration has explored a three stream expression, aiming to blend the best of the charismatic, evangelical, and historical expressions.

Celebration continues to focus on developing a prayerful, loving, and effective community that intentionally focuses on connecting and walking in unity with other churches and believers in our city. Celebration has played a key role in our city in unifying the churches in our city around prayer and the beauty of Jesus, organizing many conferences and leadership gatherings to encourage the Church in this way.



OUR VISION

To be transformed by Christ
To be empowered by the Holy Spirit
To be serving God and others

OUR MISSION

To be committed followers of Jesus Christ,
carrying His love to the world

AFFIRMATIONS

- We affirm that all the canonical books of the Old and New Testaments as the revealed Word of God and the only rule and norm of faith and practice
- We affirm the three Ecumenical Creeds: The Apostles Creed, the Nicene Creed; and the Athanasian Creed

WHAT WE BELIEVE

We believe that our primary purpose is to glorify God through a personal relationship with Jesus. This is made possible by repenting of our sin, seeking His forgiveness and accepting Christ as our Lord and Saviour.

We believe that the manifest presence of God is important in the life of our church.

We believe that life change happens through personal encounters with a living God and study of His Word.

We believe that prayer and dependence upon the Holy Spirit is foundational to fruitful living and growth.

We believe that full devotion to Christ and continuous spiritual growth should be normal for every believer.

We believe that dynamic worship should be relevant to the culture we seek to reach, while creating an atmosphere that allows each participant to experience intimacy with God. Freedom, innovation, humour, and flexibility are effective ministry tools to reach this end.

We believe that evangelism and discipleship are equally foundational church activities.

We believe that authentic loving relationships should permeate every aspect of church life, which happens best in small groups.

We believe that all people should joyfully minister in their area of giftedness.

We believe that church should be culturally relevant while remaining Scripturally based.

OUR GOVERNANCE

Celebration Church believes in and actively aims at modelling the Priesthood Of All Believers (1 Peter 2:4-5) in our leadership structure. This belief permeates the way that Celebration teaches, disciples and governs. Specifically, Celebration seeks to identify emerging leaders and provide opportunities for participation in church leadership through personal and group mentoring.

From a governance perspective, Celebration is collaborative and congregationally driven, seeing the congregation as the body that forms strategic direction for Celebration under the leadership of and submission to the Lord Jesus Christ. From this place the congregation elects a board of 7-9 Elders (directors) to represent them.

The Elders (directors) together with the Pastoral Team Lead and other ministerial staff form the Leadership Team that governs Celebration. This team works closely with the congregation by seeking input and feedback and together listen to discern God's direction for the church.

OUR SHARED LEADERSHIP MODEL

The flow of responsibility and authority devolves from the entire congregation seeking the Lords will individually and together. They provide direction to the Board, who in turn works closely with the Pastoral Team Lead and the staff – praying and working together to hear God's will - to determine how to meet these directives. The Pastoral Team lead, together with her/his staff are responsible for developing operational plans to meet the directions that are so determined.

In terms of accountability the process is reversed. Staff are responsible to the Pastoral Team Lead - The Pastoral Team Lead is responsible to the Board who in turn is responsible to the Congregation – all of who are responsible to the Lord as He is the Head of our Church.

The process is collaborative and collegial putting into practice John Maxwell's concept of TEAM – **T**ogether **E**veryone **A**ccomplishes **M**ore. Agreement amongst the whole leadership is vital.



JOINING US MEANS

Celebration recognizes that each believer's journey with God, their own personality and personal training will be reflected in their leadership within Celebration.

Each pastoral candidate will be asked to consider their beliefs and the uniqueness of the Celebration community. They will be invited to share how they will work alongside the Celebration Leadership Team to help Celebration continue growing and building community for the service and glory of God.

Joining us means that you confess Jesus Christ as your personal Lord and Saviour, you walk in discipleship, you affirm the three Ecumenical Creeds, The Lord's Prayer, the Ten Commandments, and you are able to teach and instruct in the Old and New Testaments.

CHURCH MINISTRIES

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Celebration has many ministries with opportunities for people of all ages and walks of life to find a place to connect, grow, and use their giftings to serve. We are seeking to leverage our ministries to best reach our city with the Gospel, and are currently particularly praying for clarity and strategic direction around areas of leadership development and local missions. Our ministries are well described on our website which you can browse by clicking [here](#).



Our ministries include:

- Kingdom Kids
- Youth
- Young Adults
- Marriage
- Mens Ministry
- Womens Ministry
- Summer Camps
- Alpha Course
- Hearing God Seminar
- Set Free Retreat
- Foundations Of Our Faith
- Monthly Prayer & Worship
- Annual Conferences & Events

POSITION SUMMARY

Celebration is looking forward to welcoming their next Pastoral Team Lead, primarily assigned with leadership over the following roles:

- Vision, Goals & Strategy
- Preaching & Teaching
- Executive Management
- Leadership Engagement & Development
- Pastoral Care
- Personal Development



The Pastoral Team Lead is expected to:

- Assist, encourage and equip all believers to live out their divine callings.
- Work closely with other church leaders to assist the identification of, mentoring and growth of the priesthood of all believers.
- Be a team player with a teachable spirit, demonstrating the values of affirmation, involvement and servant leadership.
- Lead through personal example, positive encouragement, and where necessary constructive challenge.

AREAS OF LEADERSHIP

VISION, GOALS & STRATEGY

- Working jointly with the Board of Elders and ministry staff to develop the vision and goals for Celebration Church
- Establishes regular operational planning and strategic planning exercises with elders and staff to support evolution of annual operating and capital plans that support the ministries of Celebration Church
- Building healthy partnership relationships with other pastors and leaders in the body of Christ in Regina
- Provides collaborative leadership in city-wide church initiatives

PREACHING & TEACHING

- Stimulates the ongoing spiritual formation of the congregation as the primary teacher/communicator by preparing and preaching biblically based, life-applicable messages
- Equips, coaches and unleashes pastoral staff and other gifted, qualified communicators to preach, teach and use their other talents and giftings.
- Work with Celebration's Pastoral Team to determine the preaching schedule
- Oversees the planning and leading of worship services.



AREAS OF LEADERSHIP

EXECUTIVE MANAGEMENT

- **Recruit & Manage Staff**
 - First line of authority in decision making related to staff, staffing policy and procedures
 - **Staff Reporting**
 - Including financial, performance reviews, time sheets and vacation requests
 - **Staff Supervision**
 - Provide clear direction and support to staff. Provide first-line of authority in day-to-day decision-making
 - **Leads and Delegates to Others to Develop Effective Teams**
 - Work towards a culture of effective team ministry and evolving responsibility across staff and volunteers
 - **Oversees Development of Annual Operational Plans**
 - Coordinate an annual process to evaluate ministry performance of staff and programs
 - Develop key measurement objectives and tactics for the upcoming season and long-range plans
 - Through delegation and personal leadership, ensure engagement of paid and volunteer ministry heads in development of annual and long-range plans
 - **Oversees Development of Annual Operating Plan and Budget**
 - Develop, in cooperation with all ministry heads and leads, a comprehensive operating plan and budget for Celebration Church for presentation and discussion with the Board of Elders and ratification by the congregation
 - Monitor organizational performance against the plan and budget, encouraging correction and adaptation where needed to maintain the fiscal integrity of the organization
 - **Oversees Development of Annual Capital Plan and Budget**
 - Develop, in cooperation with all ministry heads and leads as well as the Board of Directors, a capital plan and budget for Celebration Church, that ensures timely maintenance and updating of current facilities and anticipates future space requirements
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AREAS OF LEADERSHIP

LEADERSHIP ENGAGEMENT & DEVELOPMENT

- Through monthly reporting, the PTL provides updates of activities and provides pastoral reports for the Board of Elders on areas of concern or areas that require input or guidance
- Lead the processes of planning, resource development and management for the church's ministries and provide oversight to ensure ministry effectiveness
- Through personal leadership and effective delegation, the PTL provides effective supervision, training, support and resources for all Ministry Team Leads, including both paid and unpaid ministry leads.



PASTORAL CARE

- Working with ministry staff, board and volunteers the PTL ensures that Pastoral Care is provided for the congregation and greater community as needed.
- In conjunction with other pastors, performs weddings, funerals, baptisms, and home or hospital visitations as needed.
- Ensures personal self-care and spiritual care through identifying mentors, requesting support from within the pastoral community, and working with the Board of Elders to arrange other supports as needed.
- Cultivates cooperative relationships with pastors in the community, promoting kingdom partnerships in reaching out to people in the region

PERSONAL DEVELOPMENT

- Dedicates time to spiritual development, utilizing the study and ministry leave allowances in an effective and responsible manner and in line with our current policy guidelines and as discussed and agreed to by our Board of Elders
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QUALIFICATIONS

- You confess Jesus Christ as your personal Lord and Saviour
- You walk in discipleship, affirming the three Ecumenical Creeds, The Lord's Prayer, and the Ten Commandments
- You embody well the Scriptural qualifications of eldership (Titus 1:5-9, 1 Tim 3:1-7, 1 Peter 5:1-4)
- You are able to teach and instruct in the Old and New Testaments

PREFERRED EDUCATION & EXPERIENCE

- Demonstrated ability to minister in a context of shared leadership and promote the recruitment, equipping and releasing of volunteers and other leaders to multiply ministry
- Five years or more of pastoral experience with increasingly senior roles
- Experience in teaching and preaching
- Experience in pastoral support and pastoral counselling
- Experience in church administration
- Experience in Human Resources including demonstrated experience in performance reviews
- Theological Education at a Masters of Theology level from a recognized Biblical Seminary
- Classes in Pastoral Counselling, Church Administration are considered assets

Equivalent combinations of education and experience may be considered



ESTIMATED SEARCH TIMELINE

Every search is unique and timelines can be hard to predict, but here is our expected timeline for this search:

Location: Regina, SK, Canada

Application Deadline: November 16, 2022

Shortlisted Candidates: TBD

Anticipated Hire & Start Date: TBD

HOW TO APPLY

Please submit a cover letter and resume to
callcommittee@redroof.tv

Alongside these documents, please include an answer to the following questions in your application:

Q: Do you profess Jesus Christ as your personal Lord and Saviour? We would love to hear a little about your conversion experience and your recent walk with God.

Q: Given Celebration's understanding and policy of Shared Leadership, please describe your background and experience with policy governance and how you feel you would work within a Shared Leadership framework as captured on page 5 of this document.