

## Executive Pastor – Elora Road Christian Fellowship



*This executive search is conducted by Nelson/Kraft & Associates on behalf of Elora Road Christian Fellowship*

### EXECUTIVE SUMMARY

Elora Road Christian Fellowship (ERCF), located just north of Guelph, Ontario, is looking for an Executive Pastor with a passion for developing other leaders within a loving, grace-filled community.

The Executive Pastor is responsible to support the Lead Pastor in accomplishing the church's mission through ministry evaluation, discernment, decision-making, planning, implementation, and overall leadership of the church staff. The Executive Pastor oversees and supervises a ministry team of staff and volunteers including the Pathway Ministries Pastor and the Operations Director. The Executive Pastor leads Community Life Ministries and is responsible for the development of strategy that ensures the mission and vision of the church are realized. The strategic preparation and execution of ministry goals and targets are responsibilities of the Executive Pastor and are accomplished through collaboration with, and the empowerment of, the church's pastors, staff, and volunteers entrusted with the ministry of ERCF. The Executive Pastor has a cooperative and trusting relationship with the Lead Pastor, and looks after the executive functions of the church, thereby freeing up the Lead Pastor to focus on vision, preaching, prayer, and shepherding.

As a leader of leaders, the Executive Pastor demonstrates maturity, humility, and love for people as aligned with ERCF's vision, mission, and values. The Executive Pastor is passionate about living out their Christian faith and beliefs while utilizing their God-given gifts and abilities to serve God, the staff, the congregation, and the community surrounding ERCF.

If you are a results-oriented and systems-focused pastoral leader, and you fully align with the vision, mission, and values of ERCF, we would love to hear from you!

### OUR STORY

Though our church began over 50 years ago, we are still young! When you visit us, you'll see a healthy mix of all generations with a lot of kids, families, and singles. From kids to seniors, we enjoy doing life together and being part of God's family.

We love our guests and our members. We see each person who comes through our front doors as the special person God made them to be. Authenticity and reality are visible from the parking lot to the stage! Our staff and volunteers serve from their hearts. We love Jesus and He is the focus of our worship. Having love and grace for others is based on the unconditional love and acceptance Jesus has for all of us.

## **OUR MISSION**

Growing in faith and love, bringing hope to our community

## **OUR VISION**

Expressing the unconditional love of Jesus to everyone

## **OUR VALUES**

- People Matter (Reach)
- Knowing God is Our Calling (Worship)
- Faith is a Journey (Equip)
- Community is Our Culture (Connect)
- We are Called to Serve (Serve)

## **CORE COMPETENCIES**

- Excellent interpersonal and relationship building skills.
- Professionalism, confidentiality, and tact.
- Excellent verbal and written communication and presentation skills.
- Self motivated and independent.
- Able to liaise with a diverse group of stakeholders.
- Strong mentoring, coaching and conflict management skills.
- Able to delegate.
- Creative, strategic, and critical thinking skills.
- Strong research and analytical skills.
- Detailed oriented and accurate.
- Able to handle multiple and concurrent issues, projects, and tasks.
- Strong organizational, planning, and execution skills.
- Able to time manage and collaborate.

- Able to develop people.
- Proficient in the use of technology.
- Project management and decision-making abilities.

## **QUALIFICATIONS**

- A close and devoted relationship with Jesus Christ with a passion to serve Him.
- A missional heart and creative gifting of evangelism and reaching people.
- Fully aligned with the vision, mission, and values of ERCF.
- Agreement with the Statement of Faith and Lifestyle Agreement of ERCF.
- University degree in business, administration, theology, or another relevant field.
- 5+ years of leadership experience in business, the not-for-profit sector, or church ministries.
- Experience in strategic planning, facilitating change, and achieving strategic goals.
- Financial management and budgeting experience.
- Humble and hungry; committed to improvement and seeking constructive feedback.
- Excellent social skills and high E.Q. (emotional intelligence).
- Highly organized, fast paced, productive, and efficient at executing.
- Experience with project management tools like Asana, Slack, Basecamp, etc.
- Proven experience leading projects from beginning to end.
- Experience in building and leading teams of staff, volunteers, contractors, etc.
- Familiarity with SEO, SEM, CRM, web analytics, Google analytics, etc.
- Problem solving and researching skills to find solutions and investigate new tools.

**Location:** Guelph, ON

**Application Deadline:** March 27, 2024

**Start Date:** TBD

**Salary Range:** \$70,000 - \$80,000

**APPLY** online at [nelsonandkraft.com/jobs](https://nelsonandkraft.com/jobs) with your cover letter and resume. You must be eligible to work in Canada.

## **ABOUT US**

[Nelson/Kraft & Associates Inc.](#) is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

*Nelson/Kraft & Associates Inc. welcomes and encourages all interested applicants to apply for this position. Nelson/Kraft & Associates Inc. is committed to the principles of diversity and inclusion in its hiring practices, and will only make distinctions among interested applicants in accordance with the applicable Human Rights legislation.*

*Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.*