# Our VisionCCC Church Profile Cariboo Community Church

When the Titanic sank, Lifeboat No. 4 pulled back near the wreckage site to look for survivors. Cariboo Community Church sees itself the same - as a church that intentionally goes back into the margins of society or undesirable places - to save people by speaking of the Good News, both in word and deed. The vision of Cariboo Community Church is to grow an effective, dynamic, and integrated community in Christ, locally and abroad, to the glory of God. Our mission is to reach young families and grow them into passionate followers of Christ.

# Our Church

Cariboo Community Church came into existence organically 22 years ago as a group of forestry workers, not associated with a church, gathered over a cup of coffee. Their gathering morphed into a men’s group, then into a couple’s Bible study and finally into an emerging church plant team. Cariboo Community Church remained an emerging congregation for 10 years before becoming an organized congregation in 2010 under the Christian Reformed Church.

Cariboo Community Church is hospitable, warm and accepting. A recent survey revealed that people attend CCC mainly for the fellowship and community, followed by their love of the preaching/teaching and Sunday experience. The congregation is an excellent representation of the community in its multi-ethnicity, its diversity and its representation of an interdenominational community of faith.

Some other interesting facts about CCC:

* We meet in a renovated storefront facility (10,000 square feet) whose maximum seating capacity is 300. The building includes 3 classrooms and a kitchen.
* Church demographics are diverse (see attached)
* Sunday morning attendance averages around 80-100; slowly beginning to grow post Covid.
* Our worship style is more contemporary (also structured around liturgy)
* Church ministries include King’s Corner, our Children’s ministry, a small Youth group, Life groups, a Community Engagement ministry, a Worship ministry and a Hospitality Ministry, to name a few.

# Our Staff

An Interim Transitional Pastor (July 2023 – July 2024) and a part time administrator, have worked to bring Cariboo Community Church to a place of health and stability, while the Search team searched for a Lead Pastor. These positions were well supported by emerging, willing and enthusiastic volunteers. Under the committed leadership of Council and staff, and with the willingness of volunteers, we continue to offer wonderful in-church programs and build pathways for Cariboo Community’s engagement in Williams Lake and beyond.

# Our Community

Williams Lake is a small and affordable city. It serves as an important hub for the rural, ranching and resourced based industries in the central interior of British Columbia, also known as “The Cariboo”. The rugged country provides ample opportunities for recreational activities in all seasons: both for those who enjoy the tranquility of a canoe on a lake or the thrill of a mountain bike thundering down some of the best trails on the continent. Regardless of the thrill, the amazing wonders of God’s creation are in plentiful abundance around the city. Despite its small size and rural character, Williams Lake maintains a multicultural population, also reflected at Cariboo Community Church.

# Challenges and Opportunities

* Finding men/women willing to take leadership in different ministries
* Helping the church relate or connect to a changing culture
* Equipping people for ministry amidst busyness and overcommitted schedules
* Discipling congregants amidst irregular attendance. It raises the question of how do we grow our people towards maturity in Christ?
* Reaching and enfolding young people, who see the church, not only as irrelevant, but also not spiritual enough.

The Position: Lead Pastor- Position Description

1. Essential Duties and Key Responsibilities:
	1. Preaching / Teaching Ministry
		1. Through expository, biblical exegesis of scripture in preaching and teaching, provide for the spiritual growth and development of the body.
		2. Will develop and implement discipleship programs for all ages.
		3. Provide most of the preaching at Sunday services.
		4. Leading in prayer and developing a praying church family.
	2. Pastoral Care
		1. Extend pastoral care to congregational members and attenders especially in difficult situations and ‘crisis care’ moments.
		2. In conjunction with the elders and other caregivers, provide leadership and training in

pastoral and crisis care in order to provide timely and consistent care via a congregational care team.

* 1. Vision and Leadership
		1. Serve as a member of the Elders’ group.
		2. Be accountable to the other Elders, and through the direction of the Holy Spirit, communicate vision and provide strategic spiritual leadership related to the ministries which support the purpose of the church.
	2. Exercise gifts of leadership to:
		1. Provide primary leadership to Council members, key leaders, volunteers, and ultimately the congregation itself, to embrace the Vision and Mission of Cariboo Community Church.
		2. Challenge and equip the congregation to identify and exercise their spiritual gifts.
		3. Empower and inspire people through preaching and teaching to actively share Christ in their communities.
		4. Provide support to ministry initiatives throughout the church.
		5. Ensure that the church’s administration and management needs are adequately provided for, through personal involvement and/or oversight of staff of volunteers.
		6. Embody Christ’s love in the church and the community.
		7. Participate in Pastoral Staff reviews as required.
	3. Spiritual leadership to Pastoral Staff
		1. Provide spiritual leadership to all key leaders in conjunction with the Church Council.
		2. Embrace the Pastoral role at Cariboo Community Church as outlined in its policies and procedures including regular attendance and participation in prayer meetings and Elder/Council meetings; embrace Cariboo Community Church’s guidelines.
1. Qualifications / Requirements:
	1. The ideal candidate would possess a minimum university/college degree, and a Master of Divinity degree or its equivalent and ordinarily, at least five years of experience as a

pastor, preferably with people who have a diverse spiritual history.

* 1. Demonstrate an obvious passionate love for God, His Word, His people and the lost.
	2. Will be able to articulate the Word with accuracy and skill as an expositor and to apply the Word with relevance and power.
	3. Demonstrates loyalty to and confidence in the Scriptures in all matters of teaching and leadership.
	4. Is able to work within the Council-led organizational structure of Cariboo Community Church.
	5. Fully agree to support the theological positions consistent with the church, as articulated in the church constitution and bylaws of Cariboo Community Church.
1. Critical Skills:
* Expository preaching.
* Administrative ability.
* Authentic and trustworthy.
* Engaging and approachable.
* Ability to engage and unite all age groups in a multi-generational and multi-ethnic congregation.
* Ability to effectively embrace feedback.
* Ability to facilitate the building of ministry teams

(example: LIFE group facilitation, Congregational Care)

* A committed prayer life.
1. Supervisory Responsibilities:
* Supervise administration staff in the church and oversee volunteers.
1. Reports to the Council: (Elders/Deacons)
2. Works With:
* Council (Consist of Elders and Deacons)
* Life Group leaders
* Volunteers, staff, and others.

Compensation and Review:

Compensation will be $65,000 to $90,000 depending on qualifications and experience. The Letter of Call will provide details.

Cariboo Community Church will initiate annual performance reviews, and in the first year of employment ensure periodic review conversations happen (e.g., 3 months and at 6 months) to ensure vital communication is happening with respect to mutual expectations, questions, joys, and concerns. The goal is to ensure that pastor and congregation can grow together in an

atmosphere of authentic love and transparency that allows each to flourish in their calling and task.