



# **LSA Church and Pastor Profile**

## **Church Overview**

Lakeshore St. Andrew's Presbyterian Church (LSA) is a vibrant, evangelical, multi-staff congregation in the Town of Lakeshore, a suburban area of Windsor, Ontario. We are a fast-growing area with many housing developments and commercial plazas being built close to the church. There is quick access from all around Essex County. We're located in Canada's Sun Parlour, with warm summers and mild winters. Lakeshore is located minutes from two border crossings and is a short drive to large lakes and sandy beaches.

We are passionately driven by a vision and mission to engage, equip, and empower people to be wholehearted Christ followers, making disciples who go out and impact our community and the world.

Under the 35 year leadership of Chuck Congram, LSA grew to become one of the PCC's largest congregations. In October 2018, his successor, Brad Watson, resigned his position after 11 years as Lead Pastor at LSA. Since that time, dedicated staff, Session, volunteer groups and presbytery have responded in extraordinary ways to support and strengthen the ongoing ministry of the congregation. As we move forward, a new chapter in our history has begun, unified in one cause: to serve and glorify Jesus Christ as we follow Him and love people.

Since October 2018, our average Sunday attendance is approximately 350+. People enjoy our Sunday morning services, programs and many activities offered in a welcoming, family-friendly atmosphere.

## **Staff and Volunteer Overview**

The current full-time positions are: Family Pastor, Connecting Pastor, Youth Pastor, and Bookkeeper. The part-time positions are: two Children's Ministry Coordinators, Worship Arts Leader, Office Administrator, Technical Support Coordinator, and a Maintenance Leader. There is also a Minister in Association.

LSA is supported by hard working committees and teams that direct and guide the daily operations of the church. The Human Resource Committee is in place to assist the 9 member Session with oversight of staff, providing support, guidance, and direction. They set forth policies, procedures, and deal with employment related matters. The Property and Finance Committee oversees the care of property, capital expenses and budget. We are financially stable

and our spacious well-equipped building is mortgage free. A Facilities Maintenance Team maintains our outdoor grounds, as well as protects the health of our people by keeping the building clean and addressing safety issues. Our kitchen is kept clean and organized, where hard-working hands serve at our social events and in our ministries. The Service and Worship Planning Committee meets weekly and works as a team. Together, they ensure Sunday morning services are powerful, relevant, and meaningful, providing thoughtful inspiration for people as they journey in God's grace.

Hardworking, dedicated volunteers perform a vital service in our church. They lead small community groups, courses, Bible studies, and various other ministries. Volunteers maintain our library by providing resource and reading materials to assist people in their spiritual growth. Others are eager to help with office administrative tasks, assisting pastors and office staff. A volunteer provides an inspirational, biblical based, blog for LSA.

During Sunday services, our Front Line Ministry Team greets guests with a smile at the door, welcomes people into the sanctuary and serves coffee in our café. The Info Central Team answers questions and provides information about our ministries. Our Holy Spirit-led Worship Team boldly leads us in a contemporary style of music, including traditional songs. A skilled Technical Team provides livestream viewing, power point, audio and lighting. Sermons are posted on our website. Our Facebook page is maintained by a volunteer. Audio recordings of the services are made on CDs by a volunteer, and are available upon request. Our Connecting Team engages with newcomers, making them feel comfortable and at home. The Communion Team organizes and prepares for communion Sundays. The Emergency Response Team responds to any onsite emergencies. The Decoration Coordinator creates an inviting, stimulating environment in the foyer according to the theme of the service.

## **Children and Youth Programs**

LSA is committed to meeting the needs of young families. Our two Sunday morning services (9:30 am & 11:00 am) offer a designated "Family Room" for parents to watch the service live streamed; as well as time to fellowship afterward, giving children space to play.

Reaching young people for Christ is a major priority. Our children's ministry has 50-65 children in Kids' Cove engaging in age appropriate programming from nursery to grade 4. The youth ministry consists of: Chaos (Christ Honouring Awesome Outrageous Students) with 50 students from grades 5-8 and Strive with 25 students from grades 9-12. On Friday evenings, the church offers an open-door drop-in centre for teens to belong and engage in a positive, fun experience. The Youth Pastor prepares home cooked meals, while volunteers make baked goods for the

youth. In an effort to model values of loving care, food is provided at no cost to the youth. As a result of LSA's strong, dedicated leaders and teachers, Kids' Cove, Chaos and Strive are growing. Kids' Camp runs in the summer with 68 children participating; 20 percent of the children are from the surrounding community! The Chaos Camp also runs in the summer for kids from grades 5 to 8, with 40 students attending. The "Leading with Care" policy and security personnel have been put in place to ensure the safety of our children. With intentionality, courage and patience, a Youth Leadership Training Program has been implemented, encouraging teenagers to become thriving church members and leaders.

## **Church Ministries**

LSA promotes adult corporate learning through its strategic Pathway program, which seeks to transform lives and develop leaders. The Pathway creates the opportunity for embracing healthy ways of living a Christ-centred life. The program consists of: Alpha, Emotionally Healthy Spirituality, Emotionally Healthy Relationships, and Spiritual Warfare courses. There are many ministries at LSA that help us care for one another as we do life together! These ministries include:

- Faith Kept - women's ministry
- Prayer Blanket Ministry - comfort for the sick
- GriefShare, DivorceCare, Celebrate Recovery - care groups
- MOPS and Mom's Connect - community outreach
- Hearts In Motion - support for families with special needs children
- Prime Time - 50+ ministry
- Congregational Care - visiting the sick and shut-ins
- Card Ministry - written notes of care
- Bible Studies/Small Community Groups - teaching and relational ministries
- WE CARE - financial support/counseling
- Family Ministry - marital expectations, marriage preparation, and parental programs
- Prayer Teams

## **Church Missions and Outreach**

LSA has a heart to serve its local and global communities. We financially support missionaries in the Czech Republic (TEAM Missions), and in Nigeria (Power to Change). LSA's mission teams have traveled to Bolivia and the Czech Republic to help build churches and grow healthy Jesus followers. LSA is privileged to be partnered with Compassion International and Samaritan's Purse. Locally, we collect food for area food banks and support local outreaches and charitable organizations. Ministering to families in our local community is central to building the health of our church. We have many family events such as movie nights, festivals and barbecues, which provide opportunities to invite neighbours to join with us!

## **Lead Pastor Profile**

LSA is a strong and unique church. The Lead Pastor should have several years' ministry experience with a large size congregation of at least 150+ people. In addition, the Lead Pastor must have completed appropriate post-secondary education in Theology and Biblical Studies, as well as professional ministry.

The Candidate must be able to embrace opportunities, rise above challenges, passionately seek the Lord, and live a Spirit filled life according to Biblical principles. The candidate must be willing to acknowledge the potential of others and mentor as required.

We would welcome a non-Presbyterian candidate; however, a successful candidate must comply with PCC ordination requirements and obtain approval from the presbytery.

## **Responsibilities**

### **Pastoral Duties**

- Provide the Sunday messages for a majority of the Sundays during the year
- Be responsible for all aspects of Sunday worship including pulpit supply as a member of the service planning team

- Provide spiritual, and inspirational, servant leadership to the church through challenging, well-prepared authentic sermons, Biblical teaching, and meaningful worship
- Display insight, wisdom, depth, and Biblical knowledge – able to teach and “refute error” (Titus 1:9)

## **Leadership of Staff and Session**

- Moderate Session
- Work with Session to develop the vision of the congregation and work with staff and the congregation to bring that vision to fruition
- Work with Session and staff to identify and develop the spiritual gifts of the congregation
- Manage and lead the staff team including leading regular staff meetings
- Collaborate with Session’s Human Resource Committee in staff performance evaluations
- Be available to meet with Session committees as the need arises
- Build effective relationships with all age groups by being accessible, establishing trust, working and communicating effectively with Session, staff, volunteers, and the congregation
- Be a life-long learner who is in tune with trends and movements within the church

## **Pastoral Care**

- Provide spiritual and emotional support to the congregation
- Listen to and pray with those who are troubled or sick
- Demonstrate patience in guiding the congregation and communicates an attitude of care
- Encourage LSA to greater intimacy with God through prayer and personal study of the Word
- Nurture and encourage the people of LSA to fulfill their mission and vision
- Value the spiritual development of families, children and youth as crucial to the future health of the church

## **Accountability**

The lead pastor:

- is accountable to Christ and to the Presbytery of Essex Kent for the health of the congregation of Lakeshore St Andrews
- must take the statutory annual vacation (5 weeks) and study leave (2 wweeks)
- shall have an annual performance review, conducted by Session and its Human Resource Committee, in the presence of a presbytery colleague.

LSA is seeking a pastor who will help build God's Kingdom for His glory, with eyes on Christ, a heart for God's people, feet that stand firmly on the Word of God, and hands that serve and bless others!

Visit Careers at LSA on our website: [www.lsachurch.org](http://www.lsachurch.org)

Candidates should submit resumes to: Pastoral Search Committee: [psc.lsa.church@gmail.com](mailto:psc.lsa.church@gmail.com)

Attention: Rev. Andy Cornell, Interim Moderator