

Mclvor Church

Lead Pastor – FTE 1.0

Salary: is based upon candidate experience and qualifications and the MBCM pay scale

Purpose: to guide Mclvor M.B. Church in Christ-centred discipleship as a way of life and to promote mission and service as an expression of our community's character in nurturing the congregation's growth, engagement and discipleship.

A. Key Relationships

- The Pastor is responsible to collaborate and build relationships with congregants who are a congregationally led community of believers.
- The Pastor shall be responsible to the Church through the Church Council and specifically to the Executive.
- The Pastor shall develop mutually supportive and encouraging working relationships with the pastoral team, staff and leaders through personal example.
- The Pastor shall work to achieve agreed upon goals, ensuring positive and healthy coordination among these ministries.
- The Pastor will have a member of the Ministry Support Team serving as a resource and support in their ministry.

B. Duties & Responsibilities

Administration and Leadership (20%)

- The Pastor guides the life of the congregation in keeping with the mission and vision of the church. Together with the Church Council, the Pastor models and develops a healthy and life-giving culture within the congregation that expresses the values of Christ's kingdom.
- With the pastoral team, develop short and long-term church goals in conjunction with the Church Council.
- Implement policies and procedures with the pastoral team authorized by the church through Council.
- **Organizational Leadership** – The Pastor will:
 - lead staff meetings to promote and support Mclvor's mission and ministries.
 - collaboratively develop and monitor goals for the church community with other pastors and staff members; sharing progress of goals with Council.
 - meet monthly with Church Council.
 - take the lead on delegation and problem solving within the church (i.e. call the property committee when a matter needs attention).
- **Spiritual Leadership** – Guide the congregation by personal example and teaching into a Spirit-filled life in Christ to which followers of Jesus aspire.
- **Community Leadership** – Serve the Mennonite Brethren denomination and broader community (in ways agreed to by the church) to serve the purposes of Christ's kingdom.
- **Leadership Development** – Support the pastoral team to promote and encourage ministry

leadership, team building and mentoring relationships to raise up a new generation of leaders.

- Pursue opportunities for professional development; ongoing education, and attend Conference meetings.
- Provide a Monthly Pastor's Report for Church Council and reports for the Fall and Spring Congregational Meetings, reflecting on the church's spiritual and ministry progress.

Pastoral Care and Support (35%)

- Offer compassionate pastoral care to congregational members through visiting shut-ins together with the Care Givers Committee, providing crisis care and premarital counselling.
- Lead the congregation through significant life milestones such as weddings, funerals, baptisms and child dedications, providing care and guidance through these moments.
- Mentor the Teaching Pastor and the Youth and Young Adults Pastor in caregiving and serving at funerals.

Preaching, Teaching and Discipling (35%)

- Participate in the preaching ministry of the church, carrying a personal preaching load of approximately 25%.
- Mentor and, in collaboration with HR or Exec., evaluate other pastors.
- Support and collaborate with the Teaching Pastor to plan the preaching series, Sunday services and identify guest speakers.
- Support the Teaching Pastor in creating and arranging for opportunities that will resource and equip the congregation for service through Adult Education.
- Support the instruction and preparation for baptism and/or church membership.
- Guide the process of discerning and mentoring lay preachers.
- Oversee and provide direction for the development of Mclvor's Small groups.
- Lead the congregation in adult Christian Formation practices that invite people to become devoted followers of Jesus Christ.

Outreach, Integration and Missions (10%)

- Create, develop and guide events and processes designed to draw and integrate newcomers into the Mclvor church family.
- Partner with the Pastoral Team and Missions Committee to articulate and promote the ministry and mission of Mclvor Church focusing on Missionaries, Mission Trips and Giving Projects.

C. Perform other duties/services as may be assigned by the Executive/Council

D. Personal/Self-Care

- Model and pursue healthy self-care through the consistent practice of Christian disciplines to maintain spiritual vitality, growth and resilience in ministry.

E. Qualifications

- Character: passion for Christ, His kingdom, His church, His people and those without Jesus
 - Servant leadership
 - Teachable/learner
 - Spiritual maturity
- Spiritual Gifts should include some of the following:
 - Training /mentoring
 - Teaching and preaching
 - Pastoral care (shepherding)
 - Administration
 - Evangelism
- To be able to describe a God-given calling to vocational Christian ministry and articulate a theology/philosophy of ministry that shapes their pastoral engagement.
- Education – Theological Education with Certificate/Degree (Masters degree preferred) or commensurate experience
- Experience – Demonstrated effectiveness in care ministries, team and leadership practices. Preference will be given to candidates with job experience in a ministry position.
- Church Membership – Able and willing, together with his/her spouse (if applicable), to become a member of the Mclvor Avenue M.B. Church, and to support its mission and vision for ministry.
- Credentialing – Must be ordained or credentialed (or be eligible) by the Canadian Conference of Mennonite Brethren Churches. A minister credentialed in another denomination shall complete Mennonite Brethren credentialing requirements within the first year of ministry.
- This position is subject to a Criminal record Check, including Vulnerable Sector Search, including Adult Abuse registry check and a Child Abuse Registry Check.

Application Instructions

Please submit your resumé, a cover letter outlining your qualifications and experience, and a statement of faith to hr@mcivorchurch.com.