



Waterloo Region – Regional Lead Pastor

Status: Full-time

Working Days: Typically Sunday – Thursday; a spirit of flexibility is expected

About The Meeting House

We feel God is calling us to: *Introduce spiritually curious people to the Jesus-centred life through a movement of Jesus-centred churches.* What does that mean? Through our Meeting House locations across Southern Ontario, our desire is to honour God by proclaiming the irreligious message of Jesus and fostering loving communities of fully committed Christ-followers in a way that makes sense for that local context. We are all about Jesus first, which we believe results in our values of peace, simplicity, community, and mission. We aim to be a church that is fully activated for mission and engaging the spiritually curious around us. We are committed to evangelism and kingdom growth within our existing footprint and uniting with other Jesus-centred churches to amplify our Kingdom impact beyond our footprint in ways we have not imagined before. We need people who share excitement about this spirit-led vision and want to contribute their gifts, skills, expertise, and heart to this transformation! Check out our website for more details: www.themeetinghouse.com

Role

The Regional Lead Pastor provides vision, direction, and pastoral leadership to The Meeting House ministry within their region. As the leader of the Regional Leadership Team, made up of paid and volunteer staff, you will ensure that those engaged with The Meeting House in your region experience a local church community that is welcoming to people at all stages of a relationship with Jesus, cares about discipleship for all ages, invests in developing leaders, provides meaningful pastoral care, trains and equips people to serve in the local community, and is committed to providing points of engagement both on Sundays and throughout the week. As the Regional Lead Pastor you will be committed to The Meeting House mission and vision and will work creatively to contextualize that for your region.

Responsibilities

- Develop and provide leadership to the Regional Leadership Team. This team will share practical leadership in the region and local church, working together to create a compelling local experience that meets the needs of the community and aligns with the vision of The Meeting House.
- Model what it means to be a disciple of Jesus, including regular prayer for individuals, the church, and the region.
- Provide managerial support, coaching, and oversight of regional paid staff.
- Provide regular upfront leadership at services and events, recruiting and equipping others to do this as well.
- Host team and one-on-one meetings with staff and lay leaders, focused first on discipleship and then on ministry planning, delivery and execution.
- Work alongside the Regional Leadership Team to cast vision, create a healthy culture, generate excitement, motivate leaders and multiply home churches.
- Coach the Regional Leadership Team to motivate, recruit, train and equip future leaders to ensure that all ministry areas have the needed leaders and team members.
- Ensure there are regular opportunities provided to integrate newcomers to the church, help others take their next step in community and help spiritually curious people explore questions of faith.
- Ensure that pastoral care needs in the local church are met, primarily through home churches with support from the Regional Pastors and Associates.
- Participate in regular meetings with other Meeting House pastors and staff to learn about what's happening, share ideas, encourage each other, and pray together. Be a liaison between The Meeting House leadership and your local Region. Participate on a Leadership Team with other Regional pastors.
- Provide input, insight and feedback on The Meeting House plans and programs.
- Ensure effective administration related to the delivery of key programs and initiatives.

Requirements

- **A maker of disciples** - You invest in people and their relationship with Jesus, inspiring and equipping them to do the same with others.
- **A heart for seekers and the unchurched** - You care about seeing others come to know Jesus. You love Jesus more than religion and can talk without using Christian lingo.
- **Spiritual maturity** - You convey a sense of spiritual wisdom, regardless of your age. People come to you for insight into problems and challenges. You are a person of depth.
- **Leadership gravitas** – You have proven leadership experience. You can speak comfortably and naturally in front of large and small groups. Your own personality comes through. People look to you as a leader.
- **Relational warmth** - People find you approachable and easy to talk to. You are warm and engaging, and clearly care for people.
- **Energy** - Whether you're an introvert or extrovert, being around you energizes people. You can cast a vision that gets people excited and motivated.
- **Organized and reliable** - You have an ability to get things done. You've got a system in place to make sure things don't fall through the cracks. You follow through on things you say you'll do. You respond promptly to emails and phone calls.
- **Managerial acumen** – You have a successful history of managing and coaching people, including providing regular feedback. You have a desire to see your team set and reach goals. You have a basic understanding of budgets.
- **Alignment with the core values and beliefs** of The Meeting House and our denomination, BIC Canada (canadianbic.ca). Among other things, we are a peace church, believe in simplicity and fully affirm women in leadership (we allow men to lead too!). You must [become credentialed with the BIC](#), which requires seminary education.
- **Sense of humour** - we take Jesus and His message very seriously, but not ourselves!

Relationships

Reports to: Regional Oversight Pastor

Direct Reports: Regional Leadership Team (combination of paid and volunteer members)
Waterloo Region Pastor
Waterloo Region Ministry Associates

What We Offer

You will lead and work alongside amazing people in our community who love Jesus and are learning to put into practice what it means to follow Him. You will join a staff team who genuinely care for each other, love what they do and strive to work to the best of their abilities. None of us are superstars; we just try to authentically follow Jesus together. We are a fast-paced organization and are willing to try new things and experiment if we think something else will be more effective. We often fail first before finding what works best.

We offer a competitive benefits and pension plan, encourage and support professional development and continued learning, and provide the technological tools required to do the job, including a laptop and smartphone.

The Regional Lead Pastor's office is flexible! You can work from home or from the local coffee shop – wherever makes sense for meetings, planning and getting administrative tasks done.

Hiring Statement

We believe that the body of Christ is unified when each of us is encouraged, recognized, and able to serve out of our gifts, and that the church is at its best when church leadership represents the communities in



which we serve. At The Meeting House, we want to do better. We strongly encourage women and men, and people of all ethnicities and abilities who love Jesus and are aligned with our vision and values, to consider applying for a staff role.

We strive to achieve equality in the workplace, which means no one will be denied employment opportunities or benefits for reasons unrelated to fit for a role. We also understand employment equity means more than treating individuals in the same way but requires special measures and the accommodation of differences. In this way, we are following Jesus in our hiring practices to create a diverse and inclusive workplace reflecting the body of Christ.