

## **Richmond Hill Lead Pastor**

Status: Full-time

Working Days: Sunday – Thursday (typically), but a spirit of flexibility is expected

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### **About The Meeting House**

We feel God is calling us into a new vision: *Introducing spiritually curious people to the Jesus-centred life through a movement of Jesus-centred churches.* What does that mean? Through our Meeting House parishes and expressions across Southern Ontario and the Jesus Collective network, 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 are reimagining what it would look like 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](http://www.themeetinghouse.com)

### **Role**

The Lead Pastor provides spiritual leadership and vision for the local parish through integrating new people into community, developing strong home churches, and mobilizing the parish as part of our shared mission. He/she stewards the overall mission and vision of The Meeting House while developing a local vision for the parish. At The Meeting House, our goal is to encourage spiritual growth and discipleship! The Lead Pastor's primary responsibility is to lead and equip people in discipleship (taking next steps with Jesus) and help mobilize the congregation to be engaged in the local community (parish-minded). Pre COVID, there were approximately 100-150 people at the parish on Sunday morning.

The Richmond Hill community is uniquely diverse, and with the very engaged leadership team, this parish is exploring alternate ways to engage people in discipleship and in being parish minded that has a stronger emphasis on gatherings and home churches outside of the traditional Sunday morning church mentality. The Lead Pastor needs to be an equipper and empower leaders, be adaptive and entrepreneurial, and have a heart for continuing to cast vision around including and engaging people.

### **What does a Lead Pastor do?**

- Develop a strong Leadership Team at the parish, which will bring wisdom and advice, while helping steward the vision of The Meeting House towards creation of a compelling local vision to make a difference in the community
- Cast vision for reaching spiritually curious people, create a healthy culture, generate excitement, motivate leaders and multiply home churches in the parish
- Work as part of the regional team to pray, resources each other, share ideas, and engage in collaborate ministry efforts as possible
- Equip and encourage leaders and volunteers in the parish to lead out of their gifts & passion, and love for Jesus
  - The primary goal is discipleship of leaders, who in turn disciple and lead others, to live out our vision together
  - The secondary goal is to support them towards strong execution of home church, larger gatherings and local compassion initiatives
- Provide intentional leadership development for the parish leadership team (home church elders and ministry coordinators)

- Facilitate the pastoral care needs of the parish primarily through home churches, as well as other appropriate means
- Provide local teaching 5+ times a year
- Lead and engage the local parish to live out our Jesus centred values of Peace, Simplicity, Community and Mission
- Provide upfront pastoral leadership at parish gatherings and events
- Oversee execution of key administration related to effective delivery of key programs and initiatives

#### **Practically, how does a Lead Pastor spend his/her time?**

- Pray for individuals, the church and the region
- Collaborating with the local Leadership Team, the development of vision and strategic plans for the parish aligned with the overall TMH vision
- Team and one-on-one meetings with home church Elders and Coordinators, focused first on discipleship and then on ministry delivery and execution
- Equip all leaders for pastoral care in the parish community
- Provide triage in pastoral care situations requiring additional support
- Provide the “face of the place” and overall pastoral leadership at gatherings
- Prepare and communicate teaching for the parish several times a year
- Lead meaningful times of communion aligned with the teaching series
- Oversee the management of parish administration and tasks
- Participate in regular meetings with other Meeting House pastors and staff to learn about what's happening, share ideas, encourage and pray together
- Regular meetings to integrate newcomers to the church, help others take their next step in community and help spiritually curious people explore questions of faith
- Train and equip future leaders
- Special services such as baptisms, child dedications, weddings and funerals
- Other duties as assigned (which in the past has included participating in a flash mob, being an extra in a promotional video and wrapping a trailer for a Christmas parade)

#### **Requirements**

- **A maker of disciples** - You invest in people, and they catch that vision and go on to disciple others.
- **A heart for spiritually curious people** - 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.
- **Self-leadership** – You take ownership for your own growth and development as a Pastor, Mission focused Leader, and Spiritual Guide. You seek to lead from your own transformation and you are humble and hungry to learn and grow.
- **Entrepreneurial and Adaptive** – You are willing to be creative, innovative and open to considering new ideas and approaches.
- **Leadership** - You are comfortable with leading 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.
- **Value of team** – You understand that working in team, so each can work out of the best of their strengths is living out the body of Christ.
- **Team Leader** – You accept the responsibility to initiate directional leadership for the health and growth of your congregation, working in a collaborate manner with your leadership team. You have a holy discontent to see a vision come into being at the overall and local levels. You work

through others to see the gifts in the Body of Christ developed in concert with the Spirit, for the good of your parish and city.

- **Self-starter** - 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.
- **Alignment with the core values and beliefs** of The Meeting House and our denomination, the Be In Christ Church of Canada ([canadianbic.ca](http://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.
- **Sense of humour** - We take Jesus and His message very seriously, but not ourselves!

### **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 Lead Pastor's office is flexible! They 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.

## Waterloo Region Lead Pastor

Status: Full-time

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

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### About The Meeting House

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### Role

There are two pastors in the Kitchener Waterloo Region who provide collaborative pastoral leadership to the whole region. This team based approach also includes volunteer leaders. The scope of Kitchener Waterloo Lead Pastor includes a focus on families, including our kids, youth and young adults ministries, developing leaders, pastoral care and non-Sunday gatherings. Discipleship of all people, reaching the spiritually curious and integrating people into community are the passion points for this person. Leading and equipping ministry leaders as they disciple our community of people are the means. With support from the cluster and Regional Pastor, this person also provides engaging leadership and communicates The Meeting House vision well to continually invite people into community and help them serve our local neighbourhoods. Finding creative online and in person ways of engaging people into community and inviting spiritually curious people into conversation is a key aspect of this role. Sunday morning gatherings continue to be a primary focus in collaboration with the other Kitchener Waterloo Lead Pastor.

### What does the Kitchener Waterloo Lead Pastor do?

- Model what it means to be a disciple of Jesus
- Cultivate and foster a culture of discipleship
- Working through leaders, create a cohesive family experience through kids, youth and young adults ministries
- Equip and empower leaders to authentically live out their own faith by discipling those in their home churches through one on one and regular leaders' gatherings
- Working collaboratively, develop meaningful and creative both Sunday morning and non-Sunday gatherings that are meaningful and inviting for Meeting Housers and spiritually curious people
- In collaboration with local leaders, ensure that effective pastoral care is provided
- Execute necessary administration related to effective delivery of key initiatives

### Practically, how does the Kitchener Waterloo Lead Pastor spend his/her time?

- In partnership, help execute the vision, strategies and plans for the overall health and growth of the Kitchener Waterloo region
- Coach and mentor the coordinators and leaders in kids, youth and young adult ministries

- Participate in team and one-on-one meetings with volunteer leaders, focused first on discipleship, and then on ministry delivery and execution
- Care for families well through effective kids, youth and young adults ministries
- In collaboration with local ministry leaders, ensure strong online and person gatherings that encourage community, worship and discipleship
- Equip elders for pastoral care
- Provide triage in pastoral care situations that require additional support
- Pray for individuals, the church and the region
- Train and equip future leaders
- Regularly lead events to integrate newcomers to the church, help others take their next step in community and help spiritually curious people explore questions of faith
- Ensure the site administration and tasks happen well
- Participate in regular meetings with other Meeting House pastors and staff to learn about what's happening, share ideas, encourage and pray together
- Provide input, insight and feedback on The Meeting House plans and programs
- Other responsibilities as needed

### Requirements

- **A maker of disciples** - You invest in people, and they catch that vision and go on to disciple 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 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.
- **Self-starter** - 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.
- **Alignment with the core values and beliefs** of The Meeting House and our denomination, BIC Canada ([canadianbic.ca](http://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.
- **Sense of humour** - we take Jesus and His message very seriously, but not ourselves!

### Relationships

Reports to: Regional Leadership Pastor

### What We Offer

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