

Regional Minister

.50 Full-Time Equivalent (20 hrs/week)

In-person and remote as needed

An initial contract of one year, with the goal of a permanent appointment

About Mennonite Church Eastern Canada

Mennonite Church Eastern Canada is a diverse community transformed by the love of God, inspired by the hope we find in Jesus and called to action by the power of the Holy Spirit. We believe that God is calling MCEC to be an Anabaptist Mennonite church, a covenanted partner in Mennonite Church Canada and Mennonite World Conference. This is a continuation of a historic tradition that emphasizes that Jesus is the centre of our faith, community is the centre of our life and reconciliation is the centre of our work. As a community of congregations, we seek to join God's mission in the world, encouraging all to respond to God's gift of love revealed in Jesus, as described in scripture.

At MCEC, you will connect with a dynamic group of colleagues and church leaders across Ontario, Quebec and New Brunswick. MCEC's community of 108 congregations worship in 20 languages and embraces diverse worship practices and theological perspectives within the Mennonite-Anabaptist tradition. MCEC staff team members come from different walks of life and bring diverse perspectives, yet they are united in their passion to see churches thrive as they follow Jesus.

You can find out more information at mcec.ca.

Role

The Regional Minister is a relational role that supports pastors and congregational leaders of Mennonite Church Eastern Canada in the area of church leadership, congregational resourcing, intercultural competency and new congregation development.

MCEC is currently seeking a Regional Minister who will equip and inspire pastors and other congregational leaders from congregations in Quebec and Eastern Ontario. The successful candidate will have a vision for thriving Anabaptist congregations in this region and a deep interest in the various and unique cultures that inhabit this part of Canada.

Requirements: Work Experience, Education and Church Affiliation

- Experience in pastoral ministry is required, with involvement in new congregations and immigrant communities preferred
- Track record of successful work in an intercultural or Francophone context
- Completion of courses in theology at the post-secondary level, including Anabaptist and practical theology, a Master of Divinity degree or equivalent is preferred
- Ordination in good standing in the Mennonite Church

- Fluency (reading, writing & speaking) in both French and English
- Commitment to professional development, training and ongoing learning

Requirements: Personal Attributes:

- Experienced by others as a person of integrity and Christian faith, who is called to offer their gifts and skills in the service of the Church
- Commitment to Anabaptist/Mennonite theology and practice, with a vision for cultivating congregational leadership that exhibits hope, vision and transformation
- Proven interpersonal skills and intercultural competency evidenced in relating well to people of all ages, ethnicities, gender identities, cultural and economic backgrounds and political and theological perspectives
- Eager to build strong relationships, connect with diverse church leaders and cultivate trust
- Capable of managing a dynamic personal schedule, responding to inquiries in a timely manner and observing confidentiality as appropriate
- Enjoys working collaboratively across various communication platforms
- Is flexible, creative, and resilient in unpredictable settings

Responsibilities:

1. Build Relationships of Trust with Pastors and Congregational Leaders

- Connect with and encourage pastors and congregational leaders using a variety of methods (i.e. in person, phone, Zoom)
- Provide crisis support for leaders, in consultation with the Congregational Ministries Team (CMT), referring and identifying outside resources as needed
- Serve as a pastor for pastors

2. Facilitate Regional Cluster Meetings

- Prioritize the facilitation of Pastoral Clusters in Quebec and Eastern Ontario, with the goal of providing encouragement, vocational support, accountability and intercultural growth

3. Serve as a Companion for Pastors and Congregational Leaders

- Provide guidance for engagement with MCEC-supported processes, including credentialling, pastoral placements, reviews and leadership transitions
- Coach congregational leaders, especially in the areas of conflict resolution, intercultural dynamics and navigating change
- Offer guidance and encouragement in the areas of resource generation, congregational development and charity/non-profit administration

4. Conduct Installations and Ministry Licencing Services

- Grow the understanding of ministerial credentials and accountability within the constituency
- Provide pastors with timely guidance in navigating the installation and credentialling process
- Represent the wider church well in credentialling and accountability matters, advocating for local leaders when appropriate and fostering a culture of call

5. Encourage Leaders of Provisional and Emerging Churches

- Engage leaders of new and emerging churches interested in MCEC affiliation, contributing to their discernment process with wisdom and accurate information
- Coach leaders of provisional MCEC-member churches on the path toward full membership status

6. Collaborate Effectively with Congregational Ministries Team

- Contribute to the shared work of CMT with positivity and joy
- Participate in weekly Zoom meetings and other collaborative opportunities (as scheduled by team leaders)
- Keep the rest of the team up to date on activities in assigned area of responsibility
- Work with the CMT to plan events for congregational leaders, giving special attention to supporting Francophone congregations
- Meet in person with the CMT or supervisor at least four times a year

7. Other duties as assigned

Relationships

The Regional Minister reports to the Intercultural Minister, and works in active cooperation with the CMT.

Timeline

Applications will be reviewed as they are submitted. The start date is flexible, with preference for the fall of 2025.

Salary

The annual salary for this role will be in line with the Mennonite Church Canada scale for pastoral leaders (<https://www.commonword.ca/ResourceView/83/21939>). It is anticipated that the .5 FTE will fall between \$35,000 and \$38,500 and it will include participation in the nationwide benefits plan and pension plan.

Hiring Statement

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. As such accommodations are available on request for candidates taking part in all aspects of the selection process.