

## Job Description

### TITLE:

**PASTOR (Full Time)**

### PURPOSE:

To be the servant leader of the congregation, providing spiritual leadership and guiding the church in fulfilling its mission. This includes working alongside the Elders in providing spiritual direction for the church's ministry and vision, as well as offering leadership in nurturing the congregation's growth, engagement, and discipleship.

### TYPE:

Full Time Role

### FREQUENCY OF MEETINGS:

Meet with the Elders (monthly/approximately 10x/year), Attend Church Council (monthly), Participate in MCEC Wellesley-West Ministerial Cluster meetings and community Ministerial meetings as scheduled, Other meetings may include Children's Ministry Worker (weekly) and Youth/Young Adult Leaders/Sponsors (as needed), Meet with the Pastor-Congregation Relationship Committee (PCRC) several times per year to discuss pastoral matters and ensure healthy communication between the pastor and congregation

### RESPONSIBILITIES/TASKS: (WITH SUGGESTED TIME ALLOTMENTS)

#### 1. Preaching and Teaching: (40%)

- Provide biblically grounded and engaging preaching and teaching, including preparation and study time for sermons, and worship planning.
- Resourcing and supporting the Adult Sunday School Coordinators, providing materials and guidance for the spiritual growth of the congregation.
- The pastor will preach 4 out of 5 Sundays, ensuring consistency in spiritual leadership and communication with the congregation.
- Support the Worship Committee & Elders in identifying and securing guest speakers for Sundays when not preaching.

#### 2. Pastoral Care and Support: (20%)

- Offer compassionate pastoral care, including visiting shut-ins, crisis care, and premarital counseling.
- Lead the congregation through significant life milestones such as weddings, funerals, baptisms, and child dedications, providing care and guidance during these moments.
- Provide availability for prayer, guidance, and encouragement in times of need.

#### 3. Leadership and Collaboration: (20%)

- Offer resource and direction for the following church committees fostering collaboration and unity: Elders, Worship, Missions, Christian Education, and PCRC
- The pastor will help cast the vision of the church, providing encouragement, and direction as the congregation continues to grow and engage with its local and global mission.
- Pastor will represent Crosshill at Ministerial meetings (Local) and as a delegate at Mennonite Church Eastern Canada (Regional) and Mennonite Church Canada (National) Annual meetings

**4. Children and Youth Ministry Oversight: (10%)**

- Provide direction, oversight, and mentoring to Children’s Ministry Worker, and Youth Sponsors.
- Participate in youth group events when appropriate, ensuring the spiritual growth and relational connection of the younger generations within the church.
- Support and Participate in the Annual Vacation Bible School Program (1<sup>st</sup> Week of July)

**5. Community Engagement: (5%)**

- Be actively involved in the community, including leading chapel services in Long Term Care Homes and participating in local ministerial meetings as scheduled.
- Cultivate relationships within the broader community as an ambassador of Christ’s love.

**6. Continuing Education and Personal Growth: (5%)**

- Pursue opportunities for professional development, ongoing education, and self-care to maintain spiritual vitality, growth, and resilience in ministry.

**ADDITIONAL COMMENTS:**

- Provide a Monthly Pastors report for Church Council, and an Annual Report for Crosshill’s Annual Meeting booklet, reflecting on the church’s spiritual and ministry progress.
- Given the current vision for the congregation, the pastoral leader should be one who is relationally engaged, empathetic, and deeply invested in fostering a welcoming environment across all ages.

- **Revision date: April 2025 by Crosshill MC Search Committee**