

Job Title: Co-Pastor (Two Positions Available)

Organization: Pastors in Exile (PiE)

Reports to: PiE Board of Directors

Location: Waterloo Region

About Pastors in Exile (PiE)

Pastors in Exile (PiE) is a progressive and affirming community-based ministry organization that seeks to empower young adults as they explore and deepen the spiritual meaning of their lives, world, work, and activism. Rooted in the Anabaptist Mennonite tradition, PiE fosters a community where individuals from diverse backgrounds, denominations, and spiritual journeys can live out Jesus' teachings of radical love, peacebuilding, and social justice.

PiE serves those at the margins of faith such as those exploring or deconstructing their faith, feminists, those interested in climate justice, LGBTQ+ Christians, and others. PiE evolves to best serve the community, and is interested in new ideas that applicants may bring to this role.

Position Summary

We are hiring **two individuals** to collaboratively lead PiE, ensuring a strong foundation in both pastoral leadership and organizational sustainability. We are looking for individuals who are strategic, compassionate leaders with a passion for mentoring young adults in an exploratory and supportive environment.

Key Responsibilities

Organizational Leadership & Administration

- Lead strategic planning and visioning for the organization, ensuring programs align with the needs of the community.
- Manage fundraising efforts, grant application writing, and donor relations to support PiE's financial sustainability.
- Oversee budgeting, risk management, and administrative operations, including insurance renewal, financial and program metrics reporting, and annual report creation in collaboration with the Board.
- Act as the official liaison between PiE staff and the Board of Directors.

Pastoral Leadership & Programming

- Facilitate small groups, retreats, and book and Bible studies that support spiritual exploration and community-building.
- Offer pastoral care and create spaces for young adults to experience community and lead one another.

- Develop worship experiences, liturgy, and programming that respond to the evolving needs of the PiE community.
- Reach out and create connections and relationships with local congregations and faith organizations. This could include sermons, workshops, facilitation, or other activities.
- Support young adults in navigating faith, identity, and social justice work in an inclusive and affirming space.
- Provide crisis support with a focus on building a community of care.
- Organize events and worship.
- Cultivate partnerships with guest speakers, workshop facilitators, and event venues to enrich PiE's offerings.

Qualifications & Skills

- Commitment to PiE's values of radical love, justice, and inclusivity.
- Deep understanding of progressive Anabaptist Mennonite theology and ecumenical work.
- Entrepreneurial spirit.
- Demonstrated leadership in supporting Queer staff, participants, and community members.
- Experience with grant writing and fundraising.
- Experience in nonprofit leadership, administration, or related fields.
- Strong ability to mentor and empower young adults in their spiritual journeys.
- Excellent communication, problem-solving, and conflict resolution skills.
- Proven project and event management abilities, including logistics and planning.
- Capacity to navigate change and growth in a positive, community-centered way.

Education & Experience

- Post-secondary education and relevant leadership experience in pastoral ministry, nonprofit management, or community-based work.

Hours & Compensation

- **Part-time:** 2 positions @ 20 hrs/wk based in Waterloo Region.
- **Salary:** TBD – Based on the experience/education of the incumbents.
- **Start Date:** July 2025

How to Apply

We are looking for 2 individuals who have skill sets that complement each other and are inviting all applicants, even if you do not have all required skills listed. Applicants are encouraged to apply for either role individually or as a team. If you're applying as a **team**, please indicate how you envision sharing responsibilities.

To apply, submit a cover letter and a resume detailing relevant experience to admin@pastorsinexile.org