

**PASTORAL PROFILE**  
**Leading Pastor**  
**Niagara United Mennonite Church**

**ESSENCE OF THE OPPORTUNITY:**

Niagara United Mennonite Church has been a part of the Niagara on the Lake community since 1938. It was founded primarily by Mennonite immigrants to Canada, notably from Russia (Ukraine), Germany and South America. The church soon became a safe place of religious freedom for these refugees. From this place of worship and support came a number of ministries and services: theological training with an Anabaptist focus; adult, youth and children Sunday School and clubs; inspiring music; and a growing openness to embrace the broader community.

Ministry continues to be service oriented with a keen desire to engage the surrounding community as “servants of Christ” by demonstrating a vibrant love for God and tangible expressions of His love for others.

**KEY STRENGTHS AND OPPORTUNITIES**

The church is currently in a process of reshaping its ministry focus to be more about growing people as intentional followers of Jesus. This coincides with the shift from being internally focused to being externally engaged and from being institutionally driven to becoming a movement. This shift is an ongoing process and provides the right leader with the opportunity to shape and deploy a community of Christ followers who wish to be more focused on being the church than going to church. This calls for a candidate who is missional both in practice and thought.

Specifically, the church is engaged in pursuing the following initiatives:

1. Restructure leadership – taking an intentional look at how pastoral staff, church and spiritual councils and church committees function
2. Intentional equipping – training and equipping initiatives to develop skill sets, spiritual gift discovery and disciple making among the congregation
3. Restructure worship service – moving to a concurrent worship experience where the whole church gathers together in united acknowledgement of the praiseworthiness of God. At a designated time in the service, the children will be dismissed to the ‘Lighthouse’ children’s program. Youth and adults remain for further biblical teaching.

**POSITION DESCRIPTION:**

The Leading Pastor...

**Qualifications:** The position calls for a person who is visionary and creative in

advancing ways and means of engaging people to live as servants of Christ in the church and outside communities. It calls for a leader who is secure in the wholeness of Christ and is personally living out the mission of Jesus.

The Leading Pastor is expected to:

- Be a 'big picture' thinker with the capacity to view from a broad perspective the future needs of the church
- Promotes vision continuously that keeps NUMC focused on the mission of being 'servants of Christ in the community' with the invitational stance of 'living life with us'
- Demonstrate the capacity for discernment in critical decision making
- Be a team player with the capability of selecting and developing team members according to their gifts, skills and competencies
- Possess competent communication skills in order to clearly present by word and thought the mission and vision of the church
- Have the demonstrated capability to effectively organize, plan and see matters through to completion

#### **CANDIDATE PROFILE:**

**Spiritual Gifts** Consistent with the imparting of gifts by the Spirit of God, the Leading Pastor, like any member of the body of Christ, is uniquely gifted and should seek to minister primarily within the area of giftedness. The leading pastor should give evidence of possessing the following spiritual gifts:

- Leadership, Teaching, Exhortation, Wisdom

#### **Ministry Priorities**

- Preaching – places a high priority on sermon preparation, content and delivery. Serves as the primary preacher. Equips and invites other gifted, qualified communicators to preach and teach. Develops a balanced preaching schedule.
- Evangelism and church growth – discerns the opportunities, challenges, and strategies for engaging the congregation in intentional missional ministry. Promotes vision for embracing 'life with us' as a simple process for making disciples. Champions the importance of listening to God, loving God and transformational living.

- Spirituality – Practices healthy spiritual disciplines that lead to loving God thoroughly – with heart, soul, mind and strength. Is a worshipper of God before being a worker for God. Values corporate worship as a life change encounter with God.
- Teaching – develops a teaching model of equipping the church for carrying out God’s mission. Ensures that 3 missional training events occur each year and that church councils and committees include a teaching component in an on going basis at their meeting times.
- Dedications, Marriages, Funerals – since these transitional rituals allow for personal care, instruction, and spiritual nurture, develops a means of support and intentional teaching for the well being of those passing through times of transition.

### **Accountability**

It is understood that the calling to pastoral ministry carries with it a high level of accountability to God, whose gifts and calling remain constant.<sup>1</sup> Therefore it is incumbent upon the Leading Pastor to maintain a holy disposition for godly character and calling. This godly accountability is inseparably linked to the relationship between the Leading Pastor and the Church and Spiritual Councils. Although there is to be an attitude of mutual submission, the councils hold the position of delegated authority for ensuring that the Leading Pastor is consistent with the mission and vision of the church. The Mennonite Church of Eastern Canada (MCEC) holds responsibility in matters of licensing and discipline.

### **Experience/Education**

- Minimum of 5 years of experience as lead pastor at a church of 200 or more in attendance, with administrative experience in the oversight of staff.
- Masters degree preferred.

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<sup>1</sup> Romans 11:29