

## Full Time Lead Pastor

### Overview:

Muskoka Community Church is a 12-year-old, medium-sized church with Anabaptist roots located in the heart of Muskoka in Port Sydney, Ontario. We have a disciple-making mission, and a unique and vibrant culture characterized by our relaxed, grace-oriented environment, our authentic relationships, and a focus on those outside our church. Our congregation is made up of people of all ages and at all points on their spiritual journeys, with many backgrounds from unchurched to Catholic to Baptist. Our founding pastor has sensed that it is time to begin transitioning out of his leadership role, and we are seeking God to lead us to the man or woman He is preparing to lead us in the next phase of church life.

### Our Mission/Vision:

Our mission is fourfold: to help people experience God (spirituality), follow Jesus (discipleship), love each other (community), and serve the world (mission). When we launched in 2008 in Huntsville, we employed a strategy that was primarily “attractional” and focused on Sunday gatherings. However, over the past few years God has relocated us to our first permanent facility in Port Sydney and given us a vision for a regional model of ministry in which our physical location operates as a central hub, with smaller, volunteer-led “outposts” (missional communities) seeking to reach into the surrounding areas with tangible expressions of the love of God. We are looking for a lead pastor who will help us in clarifying and implementing this vision.

### Our Beliefs:

Our beliefs are Christ-centred, based on the Bible and in line with an evangelical theological perspective. For more information see <http://www.muskokacomunitychurch.com/beliefs-roots/> and our denominational website <https://www.brethrenchurch.org/what-brethren-believe>.

### Job Description:

The Lead Pastor is a spiritual leader, teacher, shepherd, equipper, and key point person for the day-to-day life of the church. Like the rest of the Body of Christ, they are called to use their gifts and personality to serve others and continue the mission of Jesus. However, because of their unique calling, training, and available time, they play a more prominent role in the organizational operations of the church, taking care of many of the tasks related to preaching, planning, ministry oversight, and administration. With this in mind, the final job description will be tailored to fit the candidate’s own uniqueness, but will likely include the following responsibilities:

- Praying regularly for the church, our members, and our community
- Supporting and equipping volunteer leaders in their ministry
- Mentoring and coaching any additional paid staff
- Functioning as the primary Sunday teacher, as well as scheduling “lay” teachers
- Collaborating with volunteers in Sunday service planning and oversight
- Helping to discern God’s direction for our church as a part of our Leadership Community
- Working with the Leadership Community to clarify, communicate, and implement our vision
- Maintaining contact with our denomination, including attending annual conferences in July
- Providing pastoral care and spiritual guidance to members of the congregation
- Managing any conflicts in a healthy and Biblical manner
- Performing or overseeing communion, baptisms, funerals, weddings, child-dedications, etc.

**Personal Expectations:**

- Because we believe that fruitful ministry flows from an ongoing relationship with Jesus ([John 15:5-8](#)), the candidate should have established devotional habits and an active prayer life.
- Because ministry affects and is affected by home life, married candidates should have the support of their spouse and immediate family.
- We believe ministry is primarily relational. The Lead Pastor would be expected to be developing relationships with people inside and outside the congregation as part of their ministry strategy.
- The Lead Pastor is expected to exercise self-care (e.g. putting in reasonable hours, practicing Sabbath, participating in activities that bring refreshment and rejuvenation, monitoring mental and emotional health, etc.).
- Because the Lead Pastor will be asking others to give to the mission of the church, it is expected that they will also contribute financially as led by God
- Candidates' lifestyle must conform to biblical values.
- Candidate must agree to submit to Brethren beliefs/positions.

**Salary/Hours:**

- We envision this as a full-time position, requiring an average of 40 hours a week
- Salary will be competitive and based on experience and education
- We are open to considering both long-term and intentional interim candidates

**The ideal candidate will bring:**

- At least 5 years of relevant experience in pastoral leadership
- Bachelor or Masters level training in biblical, theological, or ministry studies
- A high degree of self-motivation/self-direction
- A proven track record of discipleship and equipping others for ministry
- Familiarity with strategies for launching missional communities
- Skill in developing systems and strategies to allow us to accomplish our vision
- Experience working with and equipping volunteers to do the work of ministry
- A love for the lost, the seeking, and those moving along on the journey
- The ability to cast vision and inspire people to rally around it

**Contact:**

Email cover letter and resume/CV or questions to our Leadership Community care of Lynda Richards [lynda@muskokacommunitychurch.com](mailto:lynda@muskokacommunitychurch.com)