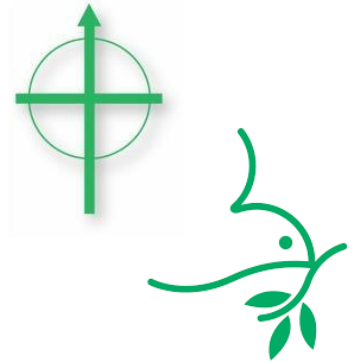


Waterloo North Mennonite Church



Pastor (1.0 FTE)

Position Summary:

At Waterloo North, the pastor(s) nurture(s) the formation and implementation of the congregational vision and attend(s) to the spiritual vitality of the congregation through worship, visioning and shepherding the whole congregational structure.

He/She/They will collaborate with other congregational leadership and support the congregation to envision its mission in the community of Waterloo North.

Ministry tasks and key areas of responsibility include:

- Nurture (Children, Junior and Senior Youth)
- Mission
- Communications
- Community Outreach
- Congregational Administration (includes chairing Staff Meetings)

Committee Leadership:

- Nurture Committee
- Mission Committee
 - Adjunct committees
- Staff Meeting (will be the chair)

Shared areas of responsibility, with the other pastor leading, will include:

- Worship
- Pastoral Care
- Intergenerational Ministry
- Nurture: Young Adults
- Stewardship, Finance and Facilities

Pastoring at Waterloo North is a collaborative role, and will include collaborations with the other pastor in the following areas:

- Church Ministries Council
- Staff Meetings
- Ministry Team
- Rituals (dedications, baptisms, weddings, funerals, etc.)
- Welcoming Committee

Beliefs:

Seeks to embody and nurture a deep faith in God that reflects and is shaped by the Anabaptist/Mennonite tradition and is committed to walking with the church community to share the life of Christ with each other and the world.

Personal Attributes:

- Experienced by others as a person of integrity and Christian faith.
- Approaches their work from a theological framework and deep faith in God and embraces and aligns with the theology and practices of the Mennonite Church.
- Possesses strong interpersonal skills, can build strong relationships and connections with others.
- Has the desire and capacity to work collaboratively.
- Has the ability to engage well with people of differing theological persuasion and belief, recognizing all are valued in the church.
- Embraces diversity; demonstrates a commitment to equity inclusion, and relationships of mutuality and respect across diversity including race, ethnicity, culture, sexuality, gender, age, socioeconomic group and disability.
- Demonstrates administrative abilities: strong communication skills in writing and speaking, organization, attention to detail, and the ability to manage projects.
- Has a high degree of self-awareness and emotional intelligence; is aware of power dynamics
- Holds passion and enthusiasm for their work.
- Has critical thinking skills, is creative, flexible and open to new ways of doing and being, at a time when the church is changing.

Key Ministry Tasks and Responsibilities:

Nurture:

- Works closely with the Nurture Committee and associated programs to establish a vision for Christian formation and education at WNMC for children, junior youth, and youth.
 - Researches, oversees selection, implementation and evaluation of Christian Education curriculum.
 - Oversees the training and resourcing of volunteers (teachers, sponsors, leaders, coordinators, etc.).
 - Facilitates and participates in organized children's activities (including SS, Soul Food, and Vacation Bible Camp, in consultation with Ministry Team and Nurture Committee Chair).
 - Builds relationships with children, junior youth, youth and families through informal one-on-one or small group gatherings.
 - Connects with the SS program (children, youth and adult), retreat, library, youth and mentors, Let's Play, Senior Connections).

- **Youth Ministry – Junior and Senior Youth**

- Provides leadership in the area of junior and senior youth ministry.
- Is the primary Ministry Team Member who relates to youth.
- Leads youth to a deeper understanding of what it means to be a follower of Christ, fostering a sense of community, belonging and facilitating their discovery of God-given gifts and call.
- Facilitates and participates in organized junior and senior youth activities.

Mission:

- Works closely with the Mission and Service Committee to grow a vision for mission at Waterloo North, in addition to supporting and helping existing ministries which include:
 - Sponsoring refugees, expanding recycling, supporting assistance and outreach projects locally and in different parts of the world.
 - Supporting current working groups including Truth and Reconciliation, and Ally Working Group.
 - Exploring new opportunities for Waterloo North to share its building and land more fully.

Communications:

- Works closely with other pastor and office administrator to oversee internal and external communications, ensuring they align with the mission and vision of Waterloo North.
 - Over the coming year(s), alongside the other pastor and other potential focus groups, take the lead in updating the website including content and input on design.
 - Pursues other means of communications, including social media, video and/or other mechanisms for telling the Waterloo North story.

Community Outreach:

- Works closely and in collaboration with the other pastor, CMC and Mission Committee, to grow a vision for community outreach, an initiative that grew out of the findings of the Next Steps Team.
 - Test immediate opportunities for practical community outreach through existing programs.

Congregational Administration:

- In collaboration with the other pastor, supervises the Office Administrator.
- Facilitates the Waterloo North Staff Meetings and agenda (meet weekly).
- Liaises with the Gift Discernment Committee.
- Performs general administrative tasks that require pastoral input.

Skills and Qualifications:

- Ministry experience is strongly preferred, preferably in an Anabaptist congregation.
- Master's degree in theology, religious studies or relevant discipline preferred, or completion of courses in theology and/or an Anabaptist Mennonite studies at the seminary, university or college level.
- Experience in communications (preferred).
- Membership or participation in a Mennonite Church currently.
- Strong evidence of a call to serve the Church required.
- Openness to professional development, training and ongoing learning.

Accountability:

- 1) The pastor reports to the Church Ministries Council through the Ministry Supervision Committee.
 - a. Ministry Supervision Committee meets three times/year.
 - b. Mini reviews take place every two years.

Anticipated Start Date: Summer 2025

Deadline to Apply: March 31, 2025