

Lead Pastor Job Description

[Melrose Community Church](#), 375 Melrose Avenue, Toronto, Ontario M5M 1Z6

Lead Pastor

Melrose Community Church is trusting God to lead it into new, faith-filled seasons of spiritual growth and ministry effectiveness. Building on what God has done in the past, Melrose is seeking to discover the man whom God has chosen to serve as its next Lead Pastor.

As the Lead Pastor, you are part of a Ministry Team who are all part-time and, in most cases, bi-vocational. The Ministry Team comprises the Lead Pastor, Associate Pastor, Congregational Life Coordinator, and Community Engagement Coordinator. The Ministry Team meets weekly and reports to the Board.

You are available for a half-time position (2.5 days). Melrose is open to hiring an experienced pastor or someone who could develop into the Lead Pastor role over time. The current lead pastor has served Melrose co-vocationally for four years and is following the Lord 's call to other ministry.

Melrose Community Church

Located in North Toronto, Melrose has a 100-year-old history. The congregation is a diverse gathering of ethnicities representing the city of Toronto, including a growing number of Filipinos. By reputation, we are known as a friendly and informal community, committed to prayer, and with a legacy of sending missionaries worldwide. Currently our one Sunday service attracts 50 to 65 people including a dozen who join online. Some live in the immediate neighbourhood while others travel from further away.

Our [Statement of Faith](#) is aligned with the Canadian Evangelical tradition; the church adheres to Fellowship Baptist policies. At the same time, we have intentionally cultivated a culture with room for diverse theological positions while holding to our Vision, Mission, Values, and [Statement of Doctrine](#).

Vision

A Jesus-centred community
Connecting lovingly
With our neighbours

Mission

Growing together in Jesus
Serving our neighbours
Sharing His love

Values

- We are committed to God and are guided by His word.
- We are a praying community.
- We believe all people matter to God and so they matter to us.
- We are made to worship God and reflect his creativity in all we do.
- We are actively engaged in the world, convinced that God is already there at work.

Requirements

- You will be a godly shepherd who, together with the Board and others in ministry, will give overall leadership to Melrose Community Church.
- You possess the character and reputation requirements of 1 Timothy 3:1-7, and Titus 1:5-9.
- You demonstrate evidence of God's call to ministry.
- You possess the ability to handle the Word of God and the duties of the office.
- You meet all the requirements for membership in Melrose Community Church.

The Pastor We Envision

- **Relationship with God:** You must have a deep love for Jesus and a mature spiritual life. You must be a student of the scriptures, committed to living in obedience to the Lord's direction in every area of life and ministry.
- **Relationship with People:** You must have a deep love for people. You will have the gifting and ability to engage with people of all ages and backgrounds, in a highly relational manner. You will demonstrate the love of Jesus Christ to others with an open and caring spirit and a tender heart for the marginalized. You will embrace diversity and seek out ways to create an open and hospitable atmosphere for seekers who are unfamiliar with church traditions. You will be a student of new ways of interacting with congregants across the ethnic and generational diversities that characterize our community.
- **Relationship with the Community:** You will have a strong commitment to engage with the community-at-large, and with the broader culture. You will understand and appreciate the "big city" urban context. You will have experience serving in multi-cultural communities. You will have a track record (perhaps as a volunteer) of creating community and groups that draw people into relationships and growth.
- **Commitment to Melrose's Vision, Mission and Values:** You are the primary champion and guardian of the church's vision and mission and must exemplify our values. You will ensure that the life and work of the church is guided by the vision and mission and is practiced in line with our values.
- **Called to Pastoral Ministry:** You must be gifted and called to pastoral ministry. You will be strongly committed to the church as God's way of reaching the world and celebrate the strategic importance of small churches to reach the local community. You will have a heart for congregational care.

- **Able to Teach:** You must be able to handle the scriptures accurately and apply them effectively in both teaching and preaching. You will have theological training or be open to pursuing theological training. You will be comfortable in a “big tent” irenic ecclesiological environment, affirming the church’s [Statement of Faith](#), while welcoming theological diversity with gentleness and respect, e.g., the role of women in leadership.
- **Able to Lead:** You will be able to inspire, motivate, foster accountability, and provide mentorship with an understanding of church governance and administration. You must be able to lead and build teams; you are able to identify giftedness in others of all ages and help people grow and take on ministry. You will be a person of vision and ideas who also can bring things to fruition. You will be comfortable leading in a variety of worship styles, flexible and open to trying new things. You will be gifted in rallying people around ideas without bulldozing your ideas through. You will be someone who can build consensus and a shared vision.

Church and Pastoral Profile

View [Church and Pastoral Profile](#)

Our Commitment to You

- We are a healthy and unified church with a hopeful, loving, and expectant culture.
- As an integral member of our Ministry Team, we will strive to recognize and value your giftedness and to collaborate with you in service.
- We will support and encourage you as our Lead Pastor.
- We will pray for you and your family.

Salary and Benefits

Commensurate with qualifications and experience.

Application

If you believe the Lord is leading you to consider a call to this role, please email your cover letter, resume, and/or questions to the Chair of the Pastoral Search Committee: Siobhan Farrer siobhanmf@gmail.com.

In your resume, please include your experience in preaching, team leadership, pastoral care, and multi-cultural experience.