

**Spring, 2022**

**JOB DESCRIPTION: SCOTT STREET MENNONITE BRETHREN CHURCH ASSOCIATE PASTOR**

**PURPOSE**

The purpose for the position of Associate Pastor is to assist in the oversight of the spiritual condition, discipleship, and care of the congregation. Included in this, is providing spiritual leadership through preaching/teaching; providing and/or delegating leadership in the global and local outreach of the church; a musically gifted, spiritually-mature, biblically-grounded Christian to lead worship ministries while training and equipping music leadership in the church; representing SSMBC well at all times; and working with the Elders & Staff in establishing the vision for the church.

**QUALIFICATIONS**

The Associate Pastor must be one who exhibits the Godly character qualities outlined in: 1 Timothy 3:1- 7; Titus 1:5-9; 1 Peter 5:1-4 and Acts 6:4.

The Associate Pastor should have a graduate degree in Biblical Studies or equivalent degree and be experienced in full time ministry in a local church. They should be in full agreement with SSMBC (By-Laws, Terms & Conditions and The Code of Conduct Policies) and the Canadian MB Conference Confession of Faith.

The candidate should have a demonstrated ability:

- To have developed homiletic skills to effectively communicate the Scriptures
- To disciple, evangelize, and counsel people of all ages
- To accurately interpret the Scriptures and teach Biblical truths
- To work with believers of all ages, diverse educational backgrounds, and levels of Biblical literacy to accomplish personal, spiritual, and organizational goals
- To work with an existing leadership team within the established philosophy of ministry to achieve the stated goals of a church
- To be committed to maintaining a scheduled family time, including weekly-protected time and annual vacation period
- To be committed to personal regular accountability with a spiritual overseer. They should demonstrate a pattern of maintaining such a relationship

Technical Qualifications:

- Advanced computer skills - working knowledge of all components of Microsoft Office
- Basic office equipment knowledge
- Audio/visual equipment technology skills
- Musical and music technology skills

## RESPONSIBILITIES

The Associate Pastor position has four main areas of focus:

### 1. Leadership

- Works with the Lead pastor and Elders Board to provide spiritual leadership to Scott Street
- Assists in vision casting and goal setting/monitoring
- Actively engages with and assists in the development of leaders
- Regular preaching, teaching, and counselling with the congregation and beyond
- Participation in other duties as requested by the Elders Board consistent with the rationale for this position

### 2. Worship and music

- Work with the Senior Pastor and staff team to plan worship services and special events
- Shepherd, train, manage, and care for worship teams and tech volunteers
- Develop an annual worship ministry budget and be able to work within that budget
- Work with youth and children's ministry leaders to find worship leaders for age-graded worship experiences
- Organize and lead Sunday corporate worship and rehearsal
- Managing sound and stage setup and other technical requirements for worship and events
- Provide musical, organizational, and spiritual leadership for the worship ministry
- Function as the primary worship leader for worship and special services during the year

### 3. Administration

- Oversees church communications including website, social media, directories, blogs, signage
- Champion the church management software and information technology services

### 4. Outreach

- With the collaboration of other church leaders, oversee the local outreach/evangelism ministries of the church
- Recruit, develop, and deploy volunteers for the church's various mission efforts
- Work with other church leaders to make sure the guest experience is welcoming
- Regularly train the staff and congregation in personal evangelism/outreach/hospitality efforts
- Work with the Director of Next Gen ministries to develop strategies for reaching new families
- Participate in general pastoral duties as needed (weddings, funerals, counseling, etc.)
- Be available to preach and teach the Bible when asked
- Participate in all staff meetings and retreats

## REQUIREMENTS

- At least 5 years of experience in pastoral ministry
- 2 years experience leading worship in a ministry setting
- Understanding of and willingness to serve within the doctrinal commitments of the Mennonite Brethren Church
- Excellent written and verbal communication skills
- Skill as a vocalist and instrumentalist
- Broad knowledge of Christian worship music across multiple styles and generational tastes
- Experience leading and managing teams
- A growing Christian faith and character
- A sense of calling toward pastoral ministry
- A lifestyle congruent with the biblical requirements for leaders (1 Tim. 3:1-13; 2 Tim. 2; Titus 1:5-9)

For more information about Scott Street MB Church please see the church website [www.scottstreetchurch.ca](http://www.scottstreetchurch.ca)

Please send a resume and cover letter to [HR@scottstreetchurch.ca](mailto:HR@scottstreetchurch.ca)