



## Hiring: Pastor of Community

Hillside Church is excited to welcome a new member to our pastoral ministry team. We are looking for someone mature in their faith, pastorally gifted, and experienced in developing leaders. This person will provide pastoral leadership to the integration and discipleship of adults at Hillside—from first visit to rooted life in Christian community.

We are a member church of the EMCC (Evangelical Missionary Churches of Canada) and are a community of between 275-350 people. Our congregation is both culturally and socio-economically diverse, with strong connections to our community. Guests and longtime attenders alike appreciate the informal, warm, and personal nature of our church. Our “simple church” model emphasizes small groups as the primary context for discipleship, care, and friendship. This role will focus especially on developing and supporting that community life.

Hillside is enthusiastically egalitarian with regard to church leadership and both women and men are encouraged to apply. If this sounds like a fit for your gifts and calling, we’d love to hear from you. To do so, we’d invite you to review the attached job description and send your resumé and cover letter to [kevin@myhillside.ca](mailto:kevin@myhillside.ca).



**POSITION TITLE:** Pastor of Community  
**SUPERVISOR:** Associate Pastor  
**POSITION STATUS:** Negotiable, 24-40 hrs/wk  
**COMPENSATION:** Starting at \$30.00/hr, Salary (to be negotiated)

**POSITION PURPOSE:**

To provide pastoral leadership to the integration and discipleship of adults at Hillside—from first visit to rooted life in Christian community.

**PERSONAL CHARACTERISTICS:**

- Has a mature, growing relationship with Jesus, a love for His church, and a clear conviction that the hope of humanity rests solely in the person and work of Jesus Christ.
- Warm, hospitable, and able to relate well to people across diverse ages, backgrounds, and experiences.
- Proven character appropriate to Christian leadership.
- Agrees enthusiastically with Hillside's Statement of Faith.
- Demonstrates strong communication and administrative skills.
- Self-motivated, works well in a staff team and volunteer environment.

**SKILLS, EXPERIENCE, QUALIFICATIONS:**

- An organizational leader, skilled in team development and leadership. The ideal candidate will see their role as equipping and training other believers for the work of ministry.
- Theologically proficient; while a formal theological education is not required (though it would be an asset), this position requires a person who is able to thoughtfully and carefully engage with Scripture, and articulate its implications clearly.
- Administratively independent: able to develop effective systems and processes. Some degree of competence with technology and basic computer programs is expected.
- Eligible to receive "Licensed Minister" or "Provisional License" credentials with the *Evangelical Missionary Church of Canada*. (<https://www.emcc.ca/who-we-are/can-we-help/leaders/credentialing/>)
- Able to provide qualified references and a clear criminal record background check, which includes a vulnerable sector check.

**AREAS OF GENERAL RESPONSIBILITY:**

Oversee adult discipleship and community life at Hillside Church, developing key leaders in each area, including:

- Life Groups
- Sunday Services: Welcome and Hospitality
- Newcomers
- Community and Outreach Events
- New Believers, Baptism, Membership
- Classes and Spiritual Formation

## Areas of Specific Accountability

(Listed by Percentage of total hours per week)

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### 30% Small Groups

- Proactively recruit, train, coach, and support Small Group leaders.
- Ensure individuals seeking to join a group can do so easily, promptly, and effectively.
- In collaboration with elders and pastoral staff, guide the vision, structure, content, and mission of Small Groups.

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### 20% Sunday Services

- Provide continued oversight and training to a team of volunteer leaders who oversee:
  - Welcome Desk
  - Refreshments
  - Ministry Team (Prayer and Communion)
- Engage actively on Sundays by connecting with congregants and newcomers, helping them take steps toward integration.
- Provide pastoral care and follow-up for newcomers.

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### 15% New Believers and Discipleship

- Collaborate with pastoral staff to care for and disciple new believers and spiritual seekers; especially through the oversight of:
  - Alpha
  - Baptisms
  - Membership
  - Classes, from time to time

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### 15% Community Events

- From time to time—with an awareness of community needs—creatively initiate and provide leadership to events that build into the family life of Hillside, and extend enthusiastic welcome and blessing to our neighbourhood. These may include:
  - BBQs
  - Movie Nights
  - Ice Skates
  - Newcomer Welcomes

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### 10% Staff Participation

- Attend weekly (1.5 hour) staff meetings
- Meet 1:1 with supervisor
- Prepare annual budgets and ministry reports as requested
- Regularly attend Sunday services

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### 5% Incidental Pastoral Responsibilities

- Sermon preparation and preaching as requested by Lead Pastor
- Developing and teaching of regular and *ad hoc* courses
- Care, counselling, and visitation as needs arise
- Administration of ordinances of baptism and communion as requested

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### 5% Personal Development

- Study, training, mentorship, and prayer