

Adult Ministries Pastor

City Centre Baptist Church **Mississauga, ON**

City at a glance:

City Centre Baptist Church is a 30 year old non-traditional Fellowship Baptist Church. It runs approximately 600 people in a two-service Sunday morning worship format. The services are contemporary in nature with a mix of traditional and modern worship elements. The church is staffed with a full-time youth pastor, a full-time worship/communications director, and senior pastor. Support staff includes a part-time director of administration, a full-time custodian, a full-time office administrator, and a part-time secretary (vacant, searching).

The church follows a “board-governed, pastor-led, staff-managed ” model. The philosophical underpinning of what the church is doing is a passion to create fully devoted disciples of Jesus Christ. Specifically, our vision is to be a vibrant and unified church family who are actively engaged in **building believers** on the foundation of God’s Word and in **reaching our neighbors** with the gospel of Jesus Christ.

Mississauga is a western cosmopolitan bustling suburb of the Greater Toronto Area (35 minutes from downtown Toronto). Its population is primarily middle class with strong influences from a multicultural mosaic. That diversity is widely represented in our adherents/membership.

What we’re looking for:

City Centre is presently seeking a new staff person who can give leadership to our adult ministries. We know growth cannot continue unless we implement healthy systems for connectedness, growth, accountability, evangelism and leadership development. Some systems are already in place and need the attention of a staff person, others need to be developed.

Strengths we’re looking for:

- 1) Someone who knows Christ personally and is growing in that relationship.
- 2) A self-starter.
- 3) Good relational skills.
- 4) A team player.
- 5) A track record of being able to dream, flesh out, implement, and evaluate.
- 6) Good communication skills.
- 7) Small groups (communities) experience.

Position summary:

The Adult Ministries Pastor is a member of the City Centre Baptist pastoral team, reporting directly to the senior pastor. He oversees various ministries, completes pastoral functions for the congregation and performs other related work as necessary.

His main focus is working with the pastoral team to implement the vision of City Centre Baptist through the senior pastor. He is expected to contribute to the team spirit of the staff through fellowship, encouragement, cooperation, prayer support and other appropriate ways, as he serves his Lord Jesus Christ, the church and the ministry team.

Job description:

ADULT MINISTRIES *at a glance*

- To oversee and develop the adult integration process including the ‘newcomers’ class.
- To oversee and develop growth for new believers through our Growing in Christ materials. A small team of mentors are already in place. The task is to develop and train new mentors and to deploy and track the ones already serving.
- To act as the point person for oversight and advising of young adults ministry (Impact), men's ministries, women's ministries and other adult ministries that exist.
- Cast vision, recruit and train leadership for the adult ministries.
- Develop and manage the adult small group ministry as the primary means of discipleship among our adult population.

SMALL GROUP MINISTRY

- Our vision for small communities is eclectic. We want to create a network of small communities that may be task or ministry oriented, study oriented, crisis oriented, care oriented, etc. The goal is connectedness, community and growth, whatever the level of need might be.
- Plans, develops and implements the small group ministry for CCBC including recruitment, training and equipping of small group leaders; develops a network of coaches to oversee leaders, monitoring the congregation to ensure that new people are being assimilated into a small group; casts vision and prayer for small group ministry.

ADMINISTRATION

- Manages and coordinates the non-ministerial and business functions of the adult ministries of the church.
- Attends and participates in weekly staff meetings.
- Participates in an annual employee evaluation for the purpose of evaluating strengths and weaknesses and projecting new objectives for the adult ministry.
- Desirable if experienced in planning, organization, implementation and administration of programs/ministries.
- Desirable if experienced in mobilizing and raising lay volunteers and leadership.

SPIRITUAL MATURITY AND VITALITY

- Our Adult Ministries Pastor must meet all the biblical qualifications for church leadership. He will need seasoned faith and maturity as demonstrated by many years of consistent and faithful Christian living and service in the home, the church, and the community.
- Fosters a healthy and spiritual working relationship between staff, ministry board and church adherents/members.
- Facilitates Christ-like resolution of issues that may arise among staff, ministry board and members/adherents.
- Demonstrates good skills in managing people.
- Must have 3 – 5 years of ministry experience (formal or informal).
- Must have excellent oral and written communication skills.
- Must be a team player, possess integrity, strong work ethic and the heart of a servant leader.

PERSONAL MATURITY AND MINISTRY-CONGRUENT CHARACTER

- Our Adult Ministries Pastor must be emotionally healthy, resilient, constructive and wise, demonstrating the personal qualities that mark strong leadership and durability in ministry. He will require strong interpersonal skills and should be recognized as a servant-leader. He should be outgoing and friendly.

FAMILY ALIGNMENT

- If applicable, it is essential that the pastor's spouse and family share ownership in his pastoral calling and in his work at CCBC. It is essential that he be able to wisely balance the responsibilities of home and ministry.

MINISTRY CALLING AND GIFTING

- Our Adult Ministries Pastor should be able to verbalize a sense of God-given calling to a vocation of Christian ministry. He must have gifts that are strategic to the fulfillment of the position description: leadership, exhortation, administration, and teaching.