

Lead Pastor Job Description

Milestone Church is a new multi-generational church serving the City of Guelph and the surrounding area. We want to be known for what we are FOR. We are committed to being #FORGUELPH.

Our VISION is *Doing church for those who don't do church.*
Our MISSION is *Exploring who Jesus is and the life He offers.*

WHO WE ARE

- We are a non-denominational church lead by a Board of Elders (or simply “the Board”).
- We are a welcoming and inclusive community where anyone can come and learn more about Jesus in a non-intimidating and friendly environment.
- We are determined to keep things simple because we know life is busy.
- We want everyone to feel at home and we do this by using everyday language and being committed to making it an experience people will want to revisit.
- We are modelled after the [Irresistible Church Network](#) (ICN) and [North Point Community Church](#). Our Sunday morning teaching often uses videos created by their Lead Pastor, Andy Stanley.
- We value strong, relevant Biblical preaching and teaching, and desire to reach out to younger generations including children, youth and their families.
- Milestone is inspired when others think outside the box, dream big and resolve a challenge. We want great leaders to come and stay.

WHAT WE BELIEVE

- Jesus is our highest value. In everything we do, we seek to move closer to the image of Jesus Christ.
- We believe that the Bible is the inspired Word of God.
- We believe that when Jesus Christ died on the cross, His blood and death provided the sole basis for the forgiveness of sin.

WHO WE ARE LOOKING FOR

- You have church-planting skills and are passionate about taking a newly-established church to the next level of growth and influence in the community.
- You have a deep sense of conviction and calling to working with a new church, which provides the foundation for perseverance in the face of adversity.
- You have a strong desire to reach people who are looking into the Christian faith, or who are coming back, and demonstrate creative ways of gathering new believers.
- Your relationship with Christ is a central priority for you and it's evident in how you lead and interact with others.
- You anchor all decisions and actions on God's words and promises.
- You live and breathe our vision of "doing church for those who don't do church".
- You are passionate about creating an irresistible force in Guelph by spearheading initiatives that have a meaningful influence in the community.

- You communicate the truths of the Bible in a clear and thought-provoking way that appeals to those seeking, starting or returning to faith and helps them to see the practical applications of your teaching.
- You are a capable motivator, and mentor, of people and you help others to develop their gifts and skills in the many facets of ministry.

KEY RESPONSIBILITIES

- You will provide spiritual leadership for the church through partnering with the Board.
- You work in conjunction with the Board in formulating policies for the church, as well as discerning and recommending new Elder candidates to the Board.
- You ensure Milestone's culture and environments remain focused on our mission, vision, values and beliefs.
- You will build relationships with local pastors and churches and engage in collaborative efforts.
- You will oversee church administration and will be responsible for things such as E-bulletins, website updates, special announcements, and social media management.
- As gifting and capacity allows, you will have the occasional opportunity to teach in rotation alongside North Point Communicators such as Andy Stanley. Your teaching will present the Bible in ways that are clear and relevant to everyone, especially those who are seeking, starting, or returning to faith.
- You will support and guide various ministries such as:
 - Outreach (planning and attending outreach events and connecting with local organizations and charities);
 - Small Group Environments (finding excellent study materials, leading studies, and supporting small group leaders);
 - Youth and Young Adults programs; and
 - Community Care Team (assist and oversee key moments, including baptisms, baby dedications, funerals, hospitalization, and counselling).

QUALIFICATIONS

- A minimum Bachelor of Theology is required.
- A minimum of 5 years of pastoral experience is required.
- Proficiency in using social media platforms (e.g., Facebook, X, Instagram and TikTok) is required.
- A Master of Arts (Theology), Master of Divinity, or related degree, is an asset.
- Proficient computer skills and a willingness to learn new programs or software as needed (e.g., Microsoft Office Suite, Excel, Adobe Suite, MailChimp, and Canva).
- Experience with website and/or graphic design would be considered an asset.
- Experience in finance administration and bookkeeping, including knowledge of QuickBooks Online, Dext, and developing budgets is also an asset.

OUR COMMUNITY

- The [City of Guelph](#) has roughly 144,000 residents and is located 100 km west of Toronto.

- It is home to the [University of Guelph](#) and a satellite campus of [Conestoga College](#).
- Other nearby attractions include the [Guelph Lake Conservation area](#), the Guelph [Arboretum](#), the [Guelph Farmer's Market](#), and the historic towns of [Elora and Fergus](#).

TO APPLY

Please send your cover letter, resume, list of three references (name, email address and phone number) and a link to a video of a recent message that you have delivered to Dawn Guthrie, Chair of the Board of Elders, via email (milestonepastorsearch@gmail.com) by Jan. 31, 2025. We anticipate the start date to be Sept. 1, 2025. All applications will be reviewed and considered, and only those selected for an interview will be contacted.