

## Lead Pastor Job Description

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**Position Title:** Lead Pastor  
**Organization:** Waldheim MB Church  
**Reports to:** Church Leadership Team

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### Overview

The Lead Pastor of Waldheim MB Church is called by God to guide God's people in the fulfillment of the church's stated mission. The Lead Pastor will serve as the primary spiritual and visionary leader for Waldheim MB. As such, the Lead Pastor will develop a team ministry that will foster spiritual growth among members and empower them into mission and ministry.

The primary responsibility of the Lead Pastor will be to give overall leadership to Waldheim MB Church. *The Lead pastor's role is to equip the staff and leaders of Waldheim MB to fulfill the call that God has given them through the use of their gifts and resources.* He is directly responsible and accountable to the Church Leadership Team.

Although the goal of the Lead Pastor is to provide spiritual guidance, care and discipleship to the church, and general ministry, it is imperative that this person possesses an ability to cast vision, recruit, motivate, empower and train lay people who will provide a large portion of the hands-on ministry and pastoral care. This is not to say that he will not participate in hands on ministry but that a primary focus is the liberation and empowerment of the laity. The first responsibility of the Lead Pastor is the equipping of the saints for the work of ministry (Ephesians 4:12), which will be carried out in cooperation with the pastoral staff and core leadership teams. He will oversee the development of ministry strategies for each area of ministry led by staff and core leadership teams. He is also responsible to oversee the spiritual health of each member of the core leadership and the interpersonal dynamics of the team.

The approximate time commitment for an average week is from 40-45 hours. This regular workweek is just a guideline and will be more during certain seasons as well as when special events occur.

### Qualifications:

1. Biblical qualifications for an elder (I Timothy 3; Titus 1; I Peter 5:1-4).
2. Ideal gift mix
  - Strong leadership gift.
  - Preaching and teaching gift
  - Wisdom and discernment
3. Credentialed by the Saskatchewan conference of MB Churches
4. 10 years ministry experience
5. A minimum of a bachelor's degree, but a masters or higher would be preferred.

**Primary Tasks will include the following according to each area:**

**Structure and Leadership**

Provide overall leadership and the administrative foundation to Waldheim MB Church through:

- Leading staff and core leaders to facilitate church ministry
- Seeking God's direction for Waldheim MB Church with the Staff and CLT
- Strategic planning for long range and big picture issues as related to Waldheim MB
- Oversight of the other staff

**Sunday Morning / Gathered Expressions - Be available to support as needed**

- Be available Teach/preach 3 times per month.
- Coordinate preaching schedule for all Sundays including overview of content to be preached by other speakers.

**Shepherding of the flock**

*Work with and equip teams to facilitate the following pastoral tasks below*

- Review and oversee a healthy Discipleship process.
- Perform weddings, funerals, hospital visitation, as needed in coordination with other staff.
- Resource and respond to special care needs of the church. (i.e. emergency care, hospital and crisis support)
- Provide counselling on a limited basis, as needed in coordination with other staff.
- Provide basic pre-marital counselling, family counselling and crisis intervention as needed in coordination with other staff.
- Manage the benevolent ministry/funds of the church with the Moderator.
- Facilitate intentional events with other churches.
- Foster an authentic relationship with a non-church community.
- Facilitate community initiatives.

**OTHER TERMS:**

The Lead Pastor will adhere the Personnel Policy of Waldheim MB Church.

There will be a review of this role each year overseen by the CLT.



## Waldheim MB Church

**Vision:** That everyone in our valley will experience how Jesus can change lives.

**Mission:** Creating opportunities for people to encounter, know, love and become like Jesus.

**Values:**

1. Relationship with God and each other

***“Love the Lord your God with all your heart and with all your soul and with all your mind.’ This is the first and greatest commandment. And the second is like it: ‘Love your neighbor as yourself.’*** (Matthew 22: 37-40)

- Prioritizing our relationship with God and living that out in our church and community is the authentic life we strive to live. Extending compassion and care is reflected in our community involvement and love for our valley – both the people and the land.

2. Word of God

***All Scripture is God-breathed and is useful for teaching, rebuking, correcting and training in righteousness, so that the servant of God may be thoroughly equipped for every good work.***

(2 Timothy 3: 16-17)

- Living our lives on the foundation of God’s word – being doer’s and not just hearer’s.
- Commitment to God’s word as truth for life - not a legalistic rulebook.

3. Discernment through Prayer

***If any of you lacks wisdom, let him ask God, who gives generously to all without reproach, and it will be given him.*** (James 1:5)

- We are a church that relies on prayer for guidance and direction.

4. Relevance without compromise

***Always be prepared to give an answer to everyone who asks you to give the reason for the hope that you have. But do this with gentleness and respect*** (1 Peter 3:15)

- Unlike God’s truth, culture and methods change. While honoring God’s word, we want to be intentional and creative in responding to and engaging our ever-changing culture.

5. We are a sending church

***While they were worshiping the Lord and fasting, the Holy Spirit said, “Set apart for me Barnabas and Saul for the work to which I have called them.” So, after they had fasted and prayed, they placed their hands on them and sent them off.*** (Acts 13: 2-3)

- Sending out those we love and have invested in is hard (especially our own young people), but it is also a reality and privilege in our context. May building His kingdom always take priority over our own needs.

6. Hands on/practical serving and caring

***Truly I tell you, whatever you did for one of the least of these brothers and sisters of mine, you did for me.*** (Matthew 25:40)

***...make it your ambition to lead a quiet life: You should mind your own business and work with your hands, just as we told you, so that your daily life may win the respect of outsiders...*** (1 Thessalonians 4: 11-12)

- We love to serve in practical ways where we “get our hands dirty” and use our various gifts to give physical evidence of care. Mennonite Disaster Service is an example of the kind of ministries we are drawn to.



## Waldheim Mennonite Brethren Church Profile

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Waldheim Mennonite Brethren Church celebrated their 100-year anniversary this year. We have a congregation of about 150, and these people have hearts that desire to serve the Lord and be his hands and feet in this and surrounding communities.

Every Sunday morning our congregation meets, beginning with Sunday School. Our children and adult classes (which include two regular adult classes and one mom's class) meet at the church, and our youth meet in homes for breakfast and a devotional time. We also have a "friends" class for people experiencing disability who are participants of Christian Horizon's group homes in Waldheim. We then all gather at the church for our morning worship service. We have a diverse mix of worship teams from one Sunday to the next and it takes dozens of volunteers from sound to multimedia, to the people up on the stage to put a morning service together. However, our ministry does not stop when Sunday morning ends. We currently have only a few small groups in our church, but we see this as an area for growth. Our congregation is deeply involved in the many programs and ministries that our church offers. Each week our youth pastor meets with the youth of the community and plans an evening event for both our senior and junior youth groups, which he runs alongside of youth volunteers. We also have an Associate pastor of care, discipleship, and counseling who spends a lot of time with those who are sick or are suffering, as well as running a bible study for the seniors of our community and counsels those who are in need. Our three pastors work alongside of our leadership team to make sure that the church is running smooth and following our vision and mission.

Our church has a heart for serving. We are very hard working and the members of our church see different needs around our community and readily begin to help wherever they can. We have partnered with another church in our community to run a bible club for boys and one for girls. These clubs meet weekly and have many children attend who do not have any other connection with church. While there, the kids memorize bible verses, have a bible lesson, and have craft or game time. Redberry Bible Camp is another one of these ministries. We give to this camp financially as well as with our time. Many of our youth work there during the summer, and we have people from our church who direct, cook, and work with maintenance. We also give a lot of volunteer hours to the MCC Thrift store in Rosthern, the Women's ministry in Waldheim (W.O.W.), catering for the community, and giving Food Hampers to those who are needy. For a church of our size we offer many programs, and try to be as involved as possible in our communities, but sometimes this leaves us spread a little thin, and our programs can

have trouble finding volunteers, because even though people want to help, there is only so much that they can do.

Our people also serve their community in many different roles outside of the church. Many are involved in volunteer roles on the local fire department, coaching local kids' sports teams as well as helping out at the school and on town council. We also have numerous business people, teachers and tradespeople who live and work in our community. Our involvement in these various roles is an opportunity to engage with our community in service and in mission.

Our congregation is filled with generous people, as I said before, they give a lot of their time to the church, and they also give of their finances. Last year our budget was \$434,000 and the giving for the year was \$435,328. Every year the congregation has stepped up to make sure that enough funds are given that we can continue to run the church, as well as give to the missions our church has decided to support.

Our church has so many loving people of all ages. We do have slightly more retired people in our congregation, but in the last 5 years we have gained many young families. Although it is not something that we are great at doing, our church people have a desire to spend time with different generations and to build relationships between the old and the young. It is an exciting time of growth and change in our church and we are all looking forward to the years to come.

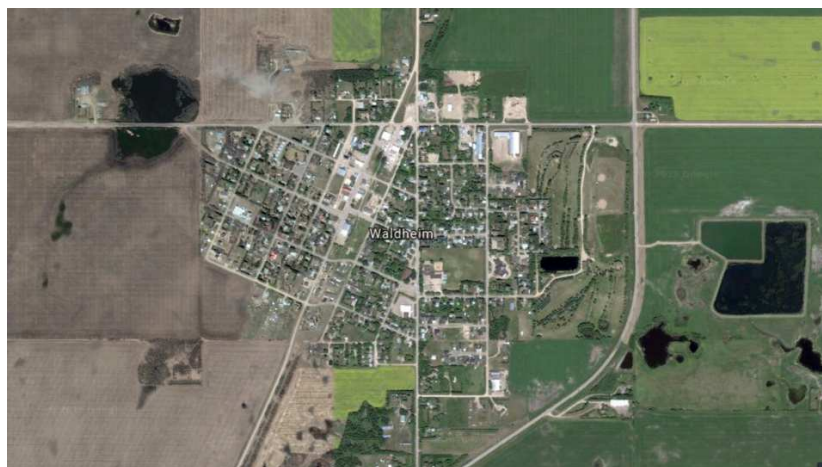


# Community Profile of Waldheim, SK

Waldheim, Saskatchewan, is a growing and vibrant town of a little over 1,200 residents, 57 kilometers north of Saskatoon in the beautiful valley between the north and south Saskatchewan rivers. Although rooted in Mennonite culture, faith, family and farming, recent growth has brought both ethnic diversity and economic development.

Here are some facts at a glance (according to Statistics Canada):

- Waldheim is quickly growing, it has seen a population growth of just over 17% from 2011-2016.
- Over 400 residences within town limits.
- Average age of the town's population is 36.5 years.
- 14% of the population are seniors (age 65+), 58.8% aged 15-64 and 26.7% 14 and under.
- The average employment income for full-time workers is \$54,873, with the average total income of households being \$79,050 (as of 2015).
- Predominately English speaking community, with some German, Filipino, Spanish, and Korean languages also present, which is evidence of the immigration that this area has experienced.
- The average value of dwellings is \$289,118.
- The unemployment rate of those aged 15 and over is 5.6%.



## Within Waldheim

This nearly 2 square kilometers town boasts of many amenities and unique features including at K-12 Public School, Regional Library, and medical centre. A variety of businesses are located within the town which provide an assortment of goods, from groceries and giftware to pharmaceuticals and hardware. The community is served by a well-trained fire department. There is also a multi-function recreational complex with an NHL sized ice surface and three sheets of curling ice. This well used facility hosts a variety of sports and events, such as hockey, figure skating, curling and gymnastics. At the heart of Waldheim is the Sam Wendland Heritage Park, which is a beautiful area to let children play, or relax on your own. Also adjacent to the town is the Valley Regional Park which contains a 9-hole golf course, ball diamonds, and electrical and non-electrical campsites. All of this, and more, within walking distance!

Waldheim is also unique in that within this small town, there are three churches serving the community; Waldheim Mennonite Brethren Church, Salem Church and Zoar Mennonite Church. Although each church is unique, they work together to coordinate Easter Services, Christmas Services and weekly/bi-weekly programs such as Boys Brigade and Gems.



Waldheim Mennonite Brethren Church

## Surrounding Waldheim

Waldheim is surrounded by farm land and several other small communities, also boasting of amenities and services that benefit the entire valley area.

- Hepburn, located 15 km SW of Waldheim, is a town of under 1,000 people, and is home to Bethany College, which hosts the Thrive Discipleship Program.
- Laird, located 14 km NW of Waldheim, is a town of under 400 people. Much like Waldheim, it has churches, a K-8 school and arena.
- Rosthern, located 26 km E of Waldheim, is a town of approximately 1,700 people. This community is also growing quickly as a new pre-K to grade 12 school is being built, with plans of being open for classes in fall of 2020. Fundraising and planning is well underway for a new hospital that will serve the entire valley area. Currently, Rosthern serves the area with an acute care hospital providing 24/7 emergency care, and the responding RCMP detachment. As well, Rosthern provides the surrounding area with an outdoor junior Olympic-sized pool.

## **Beyond Waldheim**

There is a lot to offer the community of Waldheim, all just a short drive away. For many, Saskatoon is a short 57 kilometer commute away, whether for work or school. Saskatoon is the largest city in the province of Saskatchewan and provides the area with a wide variety of employment, educational, and recreational opportunities, as well as many ways to experience the local culture, and shopping. Saskatoon provides the province with several post-secondary education facilities, such as University of Saskatchewan, Saskatchewan Polytechnic, Saskatoon Business College, Saskatchewan Institute of Applied Science and Technology and Saskatoon Teachers' College.

Waldheim also benefits from camps and retreat centers nearby, such as Redberry Bible Camp, Shekinah Retreat Center, Camp Kadesh, Fort Carlton and Batoche. If going camping is what you enjoy, there are a variety of beautiful regional, provincial and national parks also available nearby. Martins Lake, Emma Lake, Christopher Lake, Candle Lake and Waskesiu are some examples.

Thank you for taking interest in our valley area. If you would like more information, here are some websites you may be interested in:

- Waldheim Mennonite Brethren Church [www.wmbc.ca](http://www.wmbc.ca)
- Statistics Canada [www.statcan.gc.ca](http://www.statcan.gc.ca)
- Waldheim community website [www.waldheim.ca](http://www.waldheim.ca)
- Rosthern Community website [www.rosthern.com](http://www.rosthern.com)
- Bethany College [www.bethany.sk.ca](http://www.bethany.sk.ca)
- City of Saskatoon website [www.saskatoon.ca](http://www.saskatoon.ca)
- University of Saskatchewan [www.usask.ca](http://www.usask.ca)
- Saskatchewan Polytechnic [www.saskpolytech.ca](http://www.saskpolytech.ca)
- Prairie Spirit School Division [www.spiritsd.ca](http://www.spiritsd.ca)
- Saskatchewan Regional Parks [www.saskregionalparks.ca](http://www.saskregionalparks.ca)
- Saskatchewan Provincial Parks [www.tourismsaskatchewan.com](http://www.tourismsaskatchewan.com)
- Parks Canada [www.pc.gc.ca/en/index](http://www.pc.gc.ca/en/index)