

ASSOCIATE PASTOR

J O B D E S C R I P T I O N

Talbot Street Church (TSC) is located in downtown London, Ontario. We have almost 70 years of history following Jesus while seeking to serve our community. Our roots come out of the reformed tradition, but we are “always reforming.” We strive for the great commission to be our great commitment. We hold to the historic Christian faith.

Mission

Inviting people to find & follow Jesus

Core Values

Engaging Worship compelling, relevant, innovative, and missional

Evangelistic Intentionality investing in regular ministry programming such as Alpha

Next Generation Investment shaping faith and mentoring the next generation

Invitational Culture shaping a place where all feel welcome through generous hospitality

Intentional Community missional engagement and generous support of kingdom causes

Serving Our City & World promoting meaningful relationships in our community & beyond

Qualities/Education/Experience Required

- Christ-like character in leadership and service
- A growing relationship with Jesus Christ and an ability to openly articulate that relationship
- Strong organizational skills in planning, recruiting and leading
- Strong interpersonal skills and an abiding passion to achieve results collaboratively with lead pastor, staff and volunteers as well as the ability to equip and encourage others for ministry
- Strong oral and written communication skills and a teaching capacity that both embraces a Biblical worldview and can effectively communicate that worldview in dynamic/effective ways particularly to younger generations
- Biblical/Theological Education - strong preference for seminary training and/or proven ministry experience
- Engage in the broader community (non-Christian community) representing Christ and the Church as well as in other Christian organizations, i.e Christian Churches Network London, Christian non-profits
- Proficient and flexible with basic technological tools, i.e. office suites, web-based platforms, mobile apps, social media

Employment Expectations

Leadership & Administration:

- lead, oversee and develop all ministries for younger generations (including but not limited to Common Ground, High School and Middle School youth groups, GEMS, Cadets, Wonderkids, and Nursery) to see them grow and lean outward in orientation
- engage in the work of ministry in such a way as to prioritize those outside the church with time and energy
- engage in the broader community (non-Christian community) representing Christ and the Church as well as in other Christian organizations, i.e Christian Churches Network London, Christian non-profits
- meet weekly with staff/monthly with volunteers under direct supervision to equip, encourage, coordinate and empower for ministry roles
- meet weekly with lead pastor to keep big picture ministry of the church and advancing the missional goals of the church as a priority
- participate in monthly Elder Board meetings

Preaching & Worship:

- preach 12 times a year in worship gatherings (with teaching/speaking in other ministries an expected regular occurrence)
- regularly participate in worship gatherings—lead in prayer, readings, vision-casting
- encourage and develop young people for greater participation in worship leadership

Pastoral Care:

- exercise pastoral role primarily in the context of younger generations—while working collaboratively with lead pastor, community/seniors leader, and care team
- conduct counselling (introductory only) for people in need, and pre-marital counselling, (no more than four meetings per couple)
- officiate at funerals and weddings as requested

Required Hours:

- 40 hours/week
- flexible in time and place to accomplish work
- presence required at church when needed for collaboration, meetings, ministry events and volunteer empowerment
- irregular shifts, daytime, evenings and weekends required

Reporting Relationship: reports to Lead Pastor

Salary & Benefits:

- salary range: \$60,000—\$75,000
- four weeks of vacation
- Health Benefits—Church Benefits Plan - Canada (Consolidated Group Insurance)
- Defined Benefit or Defined Contribution plan available depending on ordination status

* Creative resumes, including video content of candidate (i.e. a 2-minute introduction & vision for ministry), a preached sermon, and a faith statement can be sent to hiring@talbotstreetchurch.com by May 31, 2021.

TALBOT STREET CHURCH QUICK FACTS

- >> Founding: 1950
- >> Denomination Affiliation: Christian Reformed Church
- >> mother church to several other congregations
- >> foundational in starting London Christian High School & London Christian Elementary School

HISTORY 01

- >> Worship Attendance: ~300*
- >> Member Households: ~175*
- >> healthy demographic spread (although still weighted older compared to the population at large)

*Pre-COVID

PEOPLE 02

- >> located downtown in London in what was a historic baptist church (built in 1881) with renovations to make it a modern facility
- >> own properties adjacent to church facility through a foundation with aspirations for future creative ministry development

FACILITY 03

- >> hired three key roles in the last year - Administrative Coordinator, Facilities Director and Hospitality & Outreach Director
- >> in the process of recruiting a Worship Director
- >> there is positive momentum with this staff team and we are excited to live out our mission

STAFFING 04

- >> strong ministry with street level people occurs at our facility in partnership with Sanctuary London
- >> significant financial & material support comes from Talbot Street Church to provide for this ministry
- >> we also partner with Indwell, IJM and World Renew

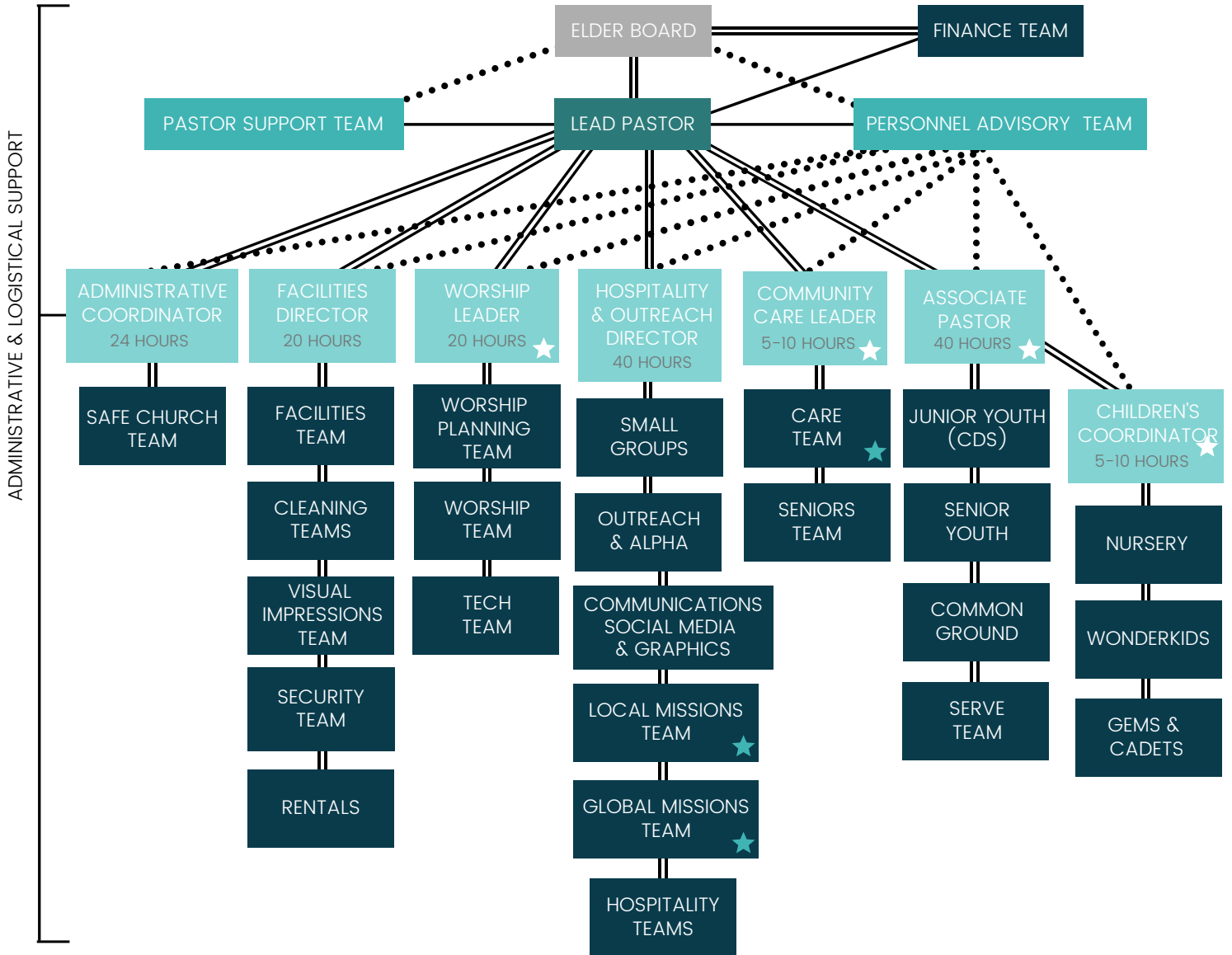
PARTNERSHIPS 05

- >> Ministry Fund: ~\$600k/year
- >> Debt Reduction: ~\$100k/year
- >> Missional Causes: ~\$100k/year
- >> Annual Charitable Revenue: ~\$700k-\$800k/year with significant rental revenue potential that was building prior to COVID

FINANCES 06



Organizational Chart



LEGEND

- VOLUNTEERS
- PAID STAFF
- ANTICIPATED HIRE BY FALL 2021
- TEAM LED BY A DEACON
- MANAGED BY
- ADVISED BY
- COMMUNICATION

*TEAM DOES NOT DENOTE A STANDING COMMITTEE