



## **JOB OPPORTUNITY: SENIOR ASSOCIATE PASTOR SHEPHERDING DIRECTOR**

In this full-time permanent position, The Senior Associate Pastor, reporting to the Senior Pastor of Grace Toronto (hereinafter called GT), would be a gospel - centred, missional, prayerful, leader, responsible for shepherding ministries at GT). This Director would have a heart for the city, and for ministering in a deeply urban context.

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### **CONTEXT**

Grace Toronto Church is a gospel-centred, evangelical church in the heart of Toronto. Planted in the early 90's with help from Redeemer Presbyterian Church NYC, Grace Toronto has gone through several phases in its history. Grace Toronto was replanted in 2006, and is presently a vibrant, multicultural, multi-generational church with two sites in the city with a heart for church planting, the arts, mercy and justice, and cooperative ministry for the expansion of Christ's Kingdom.

### **ARE YOU THE CANDIDATE WE ARE SEEKING?**

#### ***Qualifications***

##### ***Biblical Standards of Living***

The suitable candidate would have met the biblical standards of probity of life and consistency of conduct as befits a mature Christian leader, as set out in our Employee Manual and in the criteria for leaders described in 1 Timothy and Titus. They would be comfortable with and aligned to our system of doctrine and practice, as elucidated in the Westminster Confession of Faith and the Presbyterian Church in America Book of Church Order.

##### ***Doctrinal Standards of the church***

They would be comfortable with our expression of the role of men and women in both ministry and life; notably, our commitment to an irenic expression of biblical complementarianism and elder-led ecclesiology.

##### ***Gifted in leading and loving the team God has given them, and developing leaders and structures.***

They would be gifted in leadership, inter-personal relationships, team building and public communication. They would have experience and a fruitful track record in personally discipling people in a broad spectrum of contexts. They are able to work collaboratively in an entrepreneurial environment, and have the ability to develop leaders who can disciple others, and develop and lead processes and structures to help both shepherd people, and develop shepherds for the church of Christ. They would be able to motivate and recruit gifted lay leaders to help minister to the whole body of Christ.

##### ***Prior Experience***

Exceptional candidates would also have: formal theological education/ training; formal counselling education/training; significant ministry experience offering pastoral care; experience working cross-culturally,

**Primary Areas of Responsibility and Accountability** They would be responsible for, among other things, these primary objectives:

- 1. Shepherding Oversight:** they would be responsible to oversee the whole of the shepherding function at Grace, including examining how the various ministries cooperate and correlate - particularly the small groups, staff shepherding visits, and discipleship and teaching/training initiatives work together.
- 2. Designing and Leading the Discipleship Group** ministry of Grace Toronto Church.
- 3. Creating & implementing Protocols and Procedures for Robust Shepherding:** working with the Executive Director to ensure that Grace Toronto has good, robust policies, procedures and practices in place to shepherd people well, and to refer people who need more technically specific shepherding or counselling services properly and well.
- 4. Closing Gaps & Improving Ministry Expressions:** Be able to build upon and strengthen/improve the existing strategy for shepherding at Grace, discerning and closing 'gaps' in shepherding; improving existing policies and procedures for shepherding within existing ministries and initiatives to help close the gaps and improve existing shepherding.
- 5. Training and Equipping:** training and equipping staff, elders and laypeople in better 'lay shepherding' protocols and practices.
- 6. Direct visitation and shepherding:** visiting, shepherding and caring for congregants directly.
- 7. Leadership of Staff 'Shepherding Meetings':** the teaching elders and interns at Grace Toronto presently have a weekly Shepherding Meeting to discuss and organize shepherding needs in the church; the Shepherding Director would be responsible to lead and improve that meeting.
- 8. Leadership of the Marital and Pre- Marital Counselling Ministry at Grace Toronto.** The Shepherding Director would oversee the process of counselling the couples who come to us for marital and pre- marital counselling.
- 9. Leadership over the Baptism process and helping believers and their children experience the joy of uniting to Christ in baptism.**
- 10. Leadership over the membership process and helping attendees become fully engaged members of the body at Grace Toronto.**

**Hours and Compensation:** The suitable candidate would be willing to work up to full time hours, being 40 hours per week, with some flexibility as to office hours, to be negotiated with the Senior Pastor. The role requires work on Sundays. The compensation shall be commensurate with the salary scale of ministry leadership at GT; there is a benefits package in addition.

**Start Date:** We plan on having this job filled as early as **August 1, 2021**.

**Response Process:** Please email your letter of response, including attached resume and 3 references, directly to the Executive Director, Joe Choi, at: [joe@gracetoronto.ca](mailto:joe@gracetoronto.ca)

#### **RELATIONSHIPS**

Reports to the Senior Pastor.

#### **LOCATION**

This position will work out of Grace Toronto Church's downtown location.

*If you can access this posting online through the church's website, then the position has not yet been filled. GTC is committed to providing accommodations for people with disabilities. If you require an accommodation, we will work with you to meet your needs.*