

Elevation is a church in Waterloo, Ontario. We have recently walked through a significant transition as a community, and have taken time to discern together who we are and who we hope to be as we move forward.

We have done our best to outline some of that work of discernment in the following documents:

- [Our Values, Vision and Mission](#)
- [Our 2SLGBTQ+ Commitments](#)
- [Our Theological Framework \(Draft\)](#)

We are seeking to build our staff team with the hiring of a Co-Lead Pastor. This permanent position will report to the Board of Directors and will work collaboratively with our current Co-Lead Pastor within our [shared leadership team model](#).

Responsibilities of the Co-Lead Pastor:

The following areas (Faith Formation, Leadership Development and Networking & Learning) are shared responsibilities between the two Co-Lead Pastors:

- **Faith Formation (40%)**
 - Collaborate with the Teaching Team to develop the teaching calendar & themes, as well as participate as a member of the Teaching Team.
 - Collaboratively design and lead worship gatherings that are inclusive and reflective of our community's values and beliefs.
 - Co-create, curate and/or invite meaningful liturgical elements, including prayers, readings, and artistic components that enhance the worship experience and foster a sense of connection and reverence.
 - Provide pastoral care and support to community members, offering guidance, prayer, and spiritual encouragement.
 - Offer mentorship, guidance, and support to the Children & Youth Ministry Coordinators. Collaboratively create opportunities for intergenerational faith formation.

- **Leadership Development (25%)**
 - Provide collaborative direction and support to staff and ministry team leads.
 - Foster the growth and development of the leadership community.
 - Participate as an ex-officio member of the Board of Directors.
- **Networking & Learning (5%)**
 - Develop and/or maintain symbiotic connections to denominations/networks who are in alignment with our values.
 - Pursue ongoing personal and professional development opportunities to deepen your knowledge base, broaden your understanding, and increase your curiosity.
 - Engage in regular self-reflection and invite feedback that fosters personal growth.

The following area (Community Development: Internal) is a specific responsibility of this individual Co-Lead Pastor:

- **Community Development: Internal (30%)**
 - Provide support and guidance to the *Neighbours Groups* (eg. structure, vision, and leadership development)
 - Provide support and guidance to related ministry teams. Specifically the *Prayer* team and *Hospitality & Welcome* team.
 - Provide support and guidance to the *Community Care Team*.
 - Provide support and guidance to mid-week groups and occasional or seasonal gatherings (eg. community book studies).
 - Support the Children's Ministry Coordinator and classroom leads in developing and/or choosing curriculum for our Kids Quest Classrooms.

The type of candidate who would thrive in this role would possess the following Core Competencies and Values:

- Demonstrated leadership experience in a pastoral role, nurturing inclusive and vibrant faith communities.
- A collaborative leadership approach that fosters a culture of cooperation, trust, and mutual respect.

- Demonstrated ability to work effectively in a team-based ministry model - sharing leadership responsibilities and supporting one another's gifts and strengths.
- Comprehension of theology and its implication for faith and practice.
- Ability to engage in respectful and meaningful dialogue with individuals from diverse theological perspectives.
- Relational community building capacity - with a commitment to active listening, inclusion, hospitality, and welcome.
- Integrous and transparent leadership marked by a humble, teachable, and curious posture.
- A demonstrated lived resonance with the values, vision, and mission of our church community, including these five core values:
 - Embracing Spirit-Led Direction and Growth
 - Embodying Justice, Equity and Good News for All
 - Cultivating Diversity and Inclusion
 - Nurturing Interdependent Community
 - Living Generously Beyond Ourselves

Hours of Work: 30 hours/week

Start Date: October 2024

Compensation: \$45,000 - \$52,500 (determined by experience, education and skill set)

Vacation & Benefits: Paid vacation leave starting at 15 days per calendar year. Comprehensive benefits package which includes life insurance, long-term disability, extended health, and dental care after the first 3 months of a 6 month probationary period.

To apply to this position, please send a resume and cover letter to
[hiring@elevationwaterloo.org](mailto: hiring@elevationwaterloo.org)

Applications will be accepted until July 28 , 2024.