



CO-LEAD PASTOR (2)

Hillside is a church in London, Ontario. We have recently walked through a season of 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** ([read more here](#))
- **Our Statement of Faith** ([read more here](#))
- **Our Statement of Affirmation & Inclusion** ([read more here](#))
- **Our Shape and Structure of Leadership at Hillside** ([read more here](#))

We are seeking to build our staff team with the hiring of two individual Co-Lead Pastors. Each of these two (2) permanent positions will report to the Elder Board and will work collaboratively with the other Co-Lead Pastor within a shared leadership approach communicated in the above mentioned document *The Shape and Structure of Leadership at Hillside*.

Responsibilities of our Co-Lead Pastors include:

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

FAITH FORMATION (40%)

- Collaborate with the Teaching Team to develop the teaching calendar and teaching themes, as well as participate as a member of the Teaching Team equally alongside the other Co-Lead Pastor.
- 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.
- Co-lead in the practices of baptism and communion.
- Provide pastoral care and support to community members, offering guidance, prayer, and spiritual encouragement.
- Provide pastoral leadership to Leadership Community retreats and gatherings.
- Offer mentorship, guidance, and support to the Ministry Coordinators, including support and direction on specific curriculum that our Kidzone ministry uses.

LEADERSHIP DEVELOPMENT (25%)

- Provide collaborative direction and support to staff, Ministry Coordinators, and ministry teams.
- Foster the growth and development of the Leadership Community.
- Participate as an *ex-officio* member of the Elder Board.

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.
- Meet with a certified spiritual director or counsellor for ongoing personal reflection and self-awareness.
- Engage in regular self-reflection and invite feedback that fosters personal growth.

COMMUNITY DEVELOPMENT (30%)

Each of the Co-Lead Pastors will have a specific focus of one of the two: *Community Development (Internal)* and *Community Development (External)*.

Community Development: Internal

- Provide direct support and guidance to the Kidzone Coordinator, the Hospitality Coordinator, and the Worship Coordinator, supporting them in their leadership of the various ministry teams they lead.
- Provide support and guidance to Hubs, specifically ensuring all people have access to a Hub, are connected to Hub leaders, and experience a sense of welcome and invitation to a Hub.
- Provide leadership to the various events and rhythms that build community at Hillside (ie, monthly potlucks).

- Create meaningful opportunities where people can deepen their sense of community and belonging at Hillside.

Community Development: External

- Provide direct support and guidance to the Hubs Coordinator, the Missions Coordinator, and the Youth Coordinator, supporting them in their leadership of the various ministry teams they lead.
 - Provide support and guidance to Hubs, specifically ensuring Hubs and Hub leaders are resourced, supported, and encouraged to tangibly love and serve the neighbourhood surrounding their Hub.
 - Provide leadership to the various events and rhythms that reach out and connect with the community surrounding 138 Thompson Road (ie, Ice Cream Social, community dinners).
 - Creating meaningful opportunities where people can widen their view of the church beyond the walls of 138 Thompson Road.
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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.
- Committed to being present at Hillside three (3) out of every four (4) Sundays.
- 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.
- Transparent leadership marked by integrity, humility, teachability and curiosity.
- A demonstrated lived resonance with the vision and values of Hillside including these five core values:
 - Embracing Dynamic Faith
 - Aiming for the Full Inclusion of All
 - Pursuing Wholeness Together
 - Cultivating Active Participation
 - Nurturing Interdependent Community

Compensation

Hours of Work: 25 hours/week

Anticipated Start Date: Spring 2025

Compensation: \$40,625

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 a probationary period of 3 months.

To apply to this position, please send a resume and cover letter to

apply@hillsideLondon.com

Applications will be accepted until February 12, 2025.