

Lead Pastor Job Description

Milestone Church is a new multi-generational church serving the City of Guelph and the surrounding area. We want to be known for what we are FOR. We are committed to being #FORGUELPH.

Our VISION is *Doing church for those who don't do church*.
Our MISSION is *Exploring who Jesus is and the life He offers*.

WHO WE ARE

- We are a non-denominational church lead by a Board of Elders (or simply “the Board”).
- We are a welcoming and inclusive community where anyone can come and learn more about Jesus in a non-intimidating and friendly environment.
- We are determined to keep things simple because we know life is busy.
- We want everyone to feel at home and we do this by using everyday language and being committed to making it an experience people will want to revisit.
- We are modelled after the [Irresistible Church Network](#) (ICN) and [North Point Community Church](#). Our Sunday morning teaching uses videos created by their Lead Pastor, Andy Stanley.
- We value strong, relevant Biblical preaching and teaching, and desire to reach out to younger generations including children, youth and their families.
- Milestone is inspired when others think outside the box, dream big and resolve a challenge. We want great leaders to come and stay.

WHAT WE BELIEVE

- Jesus is our highest value. In everything we do, we seek to move closer to the image of Jesus Christ.
- We believe that the Bible is the inspired Word of God.
- We believe that when Jesus Christ died on the cross, His blood and death provided the sole basis for the forgiveness of sin.

WHO WE ARE LOOKING FOR

- You have church-planting skills and are passionate about taking a newly-established church to the next level of growth and influence in the community.
- You have a deep sense of conviction and calling to working with a new church, which provides the foundation for perseverance in the face of adversity.
- You have a strong desire to reach people who are looking into the Christian faith, or who are coming back, and demonstrate creative ways of gathering new believers.
- Your relationship with Christ is a central priority for you and it's evident in how you lead and interact with others.
- You anchor all decisions and actions on God's words and promises.
- You live and breathe our vision of "doing church for those who don't do church".
- You are passionate about creating an irresistible force in Guelph by spearheading initiatives that have a meaningful influence in the community.

- You communicate the truths of the Bible in a clear and thought-provoking way that appeals to those seeking, starting or returning to faith and helps them to see the practical applications of your teaching.
- You are a capable motivator, and mentor, of people and you help others to develop their gifts and skills in the many facets of ministry.

KEY RESPONSIBILITIES

- You will provide spiritual leadership for the church through partnering with the Board.
- You work in conjunction with the Board in formulating policies for the church, as well as discerning and recommending new Elder candidates to the Board.
- You ensure Milestone's culture and environments remain focused on our mission, vision, values and beliefs.
- You will build relationships with local pastors and churches and engage in collaborative efforts.
- You will oversee church administration and will be responsible for things such as E-bulletins, website updates, special announcements, and social media management.
- As gifting and capacity allows, you will have the opportunity to regularly teach in rotation alongside North Point Communicators such as Andy Stanley.
- You will support, assist, and guide various ministries such as:
 - Outreach (planning and attending outreach events and connecting with local organizations and charities);
 - Small Group Environments (finding excellent study materials, leading studies, and supporting small group leaders);
 - Youth and Young Adults programs; and
 - Community Care Team (assist and oversee key moments, including baptisms, baby dedications, funerals, hospitalization, and counselling).

QUALIFICATIONS

- A minimum Bachelor of Theology is required.
- A Master of Arts (Theology), Master of Divinity, or related degree, is an asset.
- A minimum of 5 years of pastoral experience is required.
- Proficiency in using social media platforms (e.g., Facebook, X, Instagram and TikTok) is required.
- Proficient computer skills and a willingness to learn new programs or software as needed (e.g., Microsoft Office Suite, Excel, Adobe Suite, MailChimp, and Canva).
- Experience with website and/or graphic design would be considered an asset.
- Experience in finance administration and bookkeeping, including knowledge of QuickBooks Online, Dext, and developing budgets is also an asset.

OUR COMMUNITY

- The [City of Guelph](#) has roughly 144,000 residents and is located 100 km west of Toronto.
- It is home to the [University of Guelph](#) and a satellite campus of [Conestoga College](#).

- Other nearby attractions include the [Guelph Lake Conservation area](#), the Guelph Arboretum, the [Guelph Farmer's Market](#), and the historic towns of [Elora and Fergus](#).

TO APPLY

Please send your cover letter, resume, list of three references (name, email address and phone number) and a link to a video of a recent message that you have delivered to Dawn Guthrie, Chair of the Board of Elders, via email (milestonepastorsearch@gmail.com) by Oct. 31, 2025. We anticipate the start date to be in Jan. 2026. All applications will be reviewed and considered, and only those selected for an interview will be contacted.