

Position Title: Senior Minister, Timothy Eaton Memorial Church

Position Profile: This is a full-time position leading a multi - person Clergy and Music team which includes:

- Minister, Congregational Life & Membership Development
- Minister, Pastoral Care (part time)
- Director, Youth and Children Education
- Director, Music

Deadline for applications: We are accepting applications for this position until March 15th.

Start date: To be negotiated. Ideally, Sept. 1st, 2022

Position Summary:

Timothy Eaton Memorial (“TEMC”), located in midtown Toronto, is a welcoming and vibrant congregation of 1500 members and adherents with an outstanding reputation for preaching, music, community outreach and congregational care.

The primary responsibility of this position is to provide overall leadership to all aspects of Church life, with a particular emphasis on Christ-centered and inspirational preaching, worship, and faith formation. The Senior Minister is responsible for overseeing the preparation and execution of weekly services, the administration of the Sacraments and the overall Pastoral Care of the congregation. The Senior Minister is also responsible in conjunction with the Lay leadership and Church staff to oversee the effective and efficient administration of the TEMC’s ongoing operations. This position works collaboratively with the other ministers, staff, lay leaders, and volunteers to build an ever-stronger faith community.

Leadership/Governance:

TEMC has a strong, lay-led culture, and the Sr. Minister works within that community model to empower members and adherents to serve God and achieve our strategic vision.

The Sr. Minister is accountable to the TEMC Church Council, The Shining Waters Regional Council and to the United Church of Canada (UCC), as a partner to the Covenant. Decision-making at TEMC is highly collaborative and as a result, the success of the Ministry and Musical Teams is a function of their complementary skills, experience, and styles and of the quality of relationships among the ministers and the broader church staff team.

The Senior Minister works very closely with the Ministerial staff and Director of Music in planning and executing TEMC’s weekly services. The Sr. Minister will set the tone and direction for each service and have full autonomy for determining the content for his/her sermons.

The Sr. Minister will consult with the Chair of the Ministry and Personnel committee on all senior staffing issues and will regularly meet with the Senior Lay Officer or Treasurer to review significant operational and financial decisions. The minister's performance will be reviewed annually by the Ministry and Personnel (M&P) Committee.

Principal Areas of Responsibility and Associated Duties:

A. Worship Services (Approx. 50%):

This position drives the spiritual vision, worship, and excellence in preaching that unites and inspires the congregation to learn about their faith, to grow spiritually, to serve and advocate for the vulnerable, and to care for the earth. This includes the following duties:

- Leads the planning of services in conjunction with the Ministerial team, the Director of Music, and the Worship Committee;
- Participates in approximately 75 – 80% of the services at TEMC, leading both the more formal, Traditional service at 11:00am and the Contemporary service at 9:15am;
- In collaboration with the Worship and Music Committee, creates the overarching theme and theological plan for worship services for the year, ensuring all Sacraments are appropriately scheduled and administered throughout the year; and
- Identifies and recommends to the Worship and Music Committee, a roster of guest preachers for summer services and several special occasion services throughout the year.

B. Pastoral Care of Congregation (approx. 20%):

Working closely with both the Minister of Congregational Life and Membership Development and the part time (50%) Minister of Pastoral Care, the Sr. Minister spends a significant amount of time responding to and assisting with the pastoral care needs of the entire lifespan of the congregation, including:

- Responding to needs for crisis care, counselling, and visitation to community members' homes, nursing homes and hospitals, and
- Participating in or officiating at funerals, baptisms, and weddings.

C. Administration/Governance (approx. 20%)

Recognizing the scale and stature of TEMC, the Sr. Minister is heavily involved in the effective administration of TEMC, as follows:

- Leading monthly Management committee meetings with the full ministerial team, the heads of Music, Finance and Administration, Property Management, the Sr. Lay Officer, the Deputy Chair, Trustees, and the Treasurer to plan and execute the on-going operating requirements of the Church; and,
- Ex-officio membership on the Church Council, Board of Trustees and Committees that currently fall under the Sr. Minister's purview, (Property, Worship and Music, and Stewardship);
- Support and guidance to other members of the Ministerial team; and,

- As an integral part of the TEMC team creating and executing a vision for the church in the post-covid world.

D. Other Responsibilities (approx. 10%):

This position also requires effective engagement with the broader UCC community, and professional development as follows:

- **Denominational Involvement/Promotional Activities**
 - Attend and contribute to wider church and ecumenical activities and including TEMC's involvement with Churches-on-the-Hill;
 - Contribute to the online presence of TEMC through its website, social media, and radio audiences; and,
 - Assist TEMC in its efforts to reach out to all members of the broader community as the Church seeks to strengthen and grow its membership.
- **Professional Development/Continuing Education/Self-care**
 - Conduct an annual self-assessment and determine professional development goals;
 - Pursue personal, vocational, and professional goals for continuing education in consultation with the M&P Committee; and,
 - Ensure ongoing self-care to maintain a healthy balance of physical, emotional, and spiritual well-being.

Required Experience:

Ideal candidates should have a blend of the following:

- Ordained Minister in the United Church of Canada or accepted equivalent;
- An exceptional preacher and leader, with a talent for connecting Christian faith and a theological understanding to today's complex world;
- Ability to inspire and provide guidance with strong oral and written communication skills;
- Experience in both traditional and innovative approaches to worship and faith formation;
- Experience providing pastoral care to a multi-faceted, urban congregation;
- Experience in growing a congregation in terms of membership, including a wide range of age groups with divergent ethnic and cultural backgrounds; and,
- Advanced studies in Theology would be strongly preferred.

Personal Skills and Attributes:

Successful candidates will have a combination of the following skills and attributes:

- Strong communications skills, both orally and written;
- Compassionate and empathetic;
- A highly personable and inclusive approach to leadership—e.g., builds relationship and consensus, delegates, and shares leadership appropriately;
- An effective, contributing and highly collaborative team member;

- The ability to motivate and inspire fellow staff members and lay volunteers;
- A balance of reverence for tradition with an openness to serving congregants with a wide range of faith expressions in an open-minded, inclusive manner;
- Creative, resourceful, and resilient – an individual not afraid to take risks, to try new things, and learn through both successes and mistakes;
- Strong theological thought leadership;
- The ability to relate well to youth;
- A warm and engaging personality;
- The ability to handle the fluctuating and evolving needs of the congregation with flexibility and ease; and,
- Computer literacy and a strong social media aptitude.

Summary:

Timothy Eaton Memorial Church is seeking a new Sr. Minister to lead this multi-faceted, well established urban congregation. This role will have the primary responsibility for leading the Church's worship services and accordingly, strong communication and preaching skills will be very important. This position will require a warm, inviting, and engaging leader to guide and strengthen TEMC's community of faith as the Church emerges from the restrictions imposed by the Covid pandemic.

Additional information about TEMC may be found in its Community of Living Faith Profile and its Financial Viability Review posted on the United Church of Canada Church Hub.

Interested applicants should send their resume and cover letters to:
temcsearchcommittee@gmail.com