



630 Spadina Ave, Toronto, ON M5S 2H4 | 416-921-8993 | knoxtoronto.org

JOB DESCRIPTION

Senior Minister

Job type: Full-time

Reports to: Presbytery

Accountable to: Session

Oversees: TBD

About Knox Presbyterian Church

Knox Church is a member congregation of The Presbyterian Church in Canada. Founded in 1820, we are a storied church, an urban, evangelical and Reformed community with an emphasis on expository preaching, local and global missions, and intercessory prayer.

Located next to the University of Toronto's downtown campus, Knox is pursuing its mission of 'Following Jesus, Loving the City, Serving the World.' Our congregation is multicultural and multi-ethnic - drawing from across the Greater Toronto Area - and intergenerational as well! Worship at Knox is rooted in the Reformed tradition while finding contemporary expressions, both musically and liturgically, fitting of our unique context.

Role Overview

We are looking for a bold, visionary and relatable leader who, working with elders, and through staff and trustees, will renew the vibrancy of Knox church post pandemic and inspire all to embrace a shared vision.

As an executive of presbytery, the Senior Minister is responsible for the conduct and content of public worship, faithful teaching and preaching from Scripture, moderating the session and building lay leadership within the congregation. You will be leading an urban church in a multicultural city that faces many of the complex challenges of large cities.

Discerning God's will with our elders, you will work within our established mission and core congregational values to oversee the development and implementation of a succinct, revitalized vision for Knox. With the support of Session and staff, you will thoughtfully bring our church programs and organizational structure into alignment with this vision.

You are a role model of Christ's love for all people. You are a servant leader who is adept at bringing out the best in your team, while shepherding the flock in your care. You believe that God calls each of us to serve and will equip and empower those around you to do so. You approach these times with an open mind, knowing that the best ideas can come from anyone, and actively seek out the opinions of others. You delight in collaborating on strategic ministry and key partnership plans that serve the renewed vision. You desire to see, and be accountable for, tangible fruit that multiplies year over year from well-watered soil.

At the heart of it, you have been ordained by God. You aim to use the wisdom you've gained from years serving God in a myriad of settings, in serving the people of Knox Church, staff and leadership. Using your teaching gift, you will conduct systematic and expository preaching from the Bible that will inspire deep discipleship, while remaining open to new and/or intercultural forms of preaching the Gospel.

Our Senior Minister will become a beloved brother or sister of Christ, and we eagerly anticipate your oversight of the following:

WORSHIP & PREACHING

You are a gifted expository preacher, whose passion is to communicate the Christian faith and lifestyle in a relevant & relatable way. You provide oversight to the Associate Minister and Worship Pastor in planning two Sunday worship services, one of which, at least, will also be livestreamed. Preaching routinely, you also seek to involve those in preaching roles and with preaching gifts, providing timely and enriching feedback for their growth. You are a role model with a positive and supportive disposition towards all those leading out in worship and grow the congregation in their understanding of the importance of intercultural worship to our church.

DISCIPLESHIP

Equipping people of all ages to follow Jesus is your joy upon joy! Committed to the promotion of biblical literacy, and working through staff, you will enable the development of a church wide culture of discipleship and spiritual growth. Believing that as followers of Jesus, we are called to love and grow in maturity in Christ, you encourage every congregant to use their gifts in the discipling of others as well as to find opportunities for their own spiritual nourishment and development. You will find engaging ways to teach daily faith-practice habits. You are wired to communicate the Christian faith and lifestyle in a relevant way.

EVANGELISM

Working with our Pastor of Local and Global Mission, you will gain a clear understanding of our missional priorities and work to clearly articulate and refine these over time. You understand and love the biblical mandate to bring the Gospel to all nations. You desire to see Knox supporting ministry in many

different parts around the world. You seek to understand the needs of Toronto's diverse urban population and ensure we are addressing these needs via well-thought-out outreach strategies. You will teach effective ways for sharing faith with non-believers. You will be mindful of getting to know our Knox-affiliated missionaries, seeing them as a vital part of our church family.

BUILDING CHRISTIAN COMMUNITY

Your heart lights up at the thought of a new community, of building up believers in worshipping and serving together, like you have done before. Understanding that our church services are oriented around two fairly distinct worshipping communities (a family and blended service in the morning and a more informal evening worship service skewing primarily to a younger university crowd), you will enjoy co-creating strategies to maintain a cohesive feel to Knox's urban identity. You believe that a loving church community is characterized by sharing in teaching, meals, praying, providing hospitality, serving and praising God together.

Core Skills & Qualifications

- Minimum educational requirement of Master of Divinity
- Ordained in the Presbyterian church; or in another Reformed denomination and willing to become a minister of The Presbyterian Church in Canada
- Minimum 10 years senior level pastoral experience, ideally in a similar urban environment
- A gifted expository preacher, whose passion is to communicate the Christian faith and lifestyle in a relevant & relatable way
- Proven ability to clearly and concisely articulate and implement ministry priorities
- Exceptional strategic, organizational and leadership skills
- Facilitation skills and complex problem-solving gifts
- Well-developed communication gifts, both written and verbal
- Strong relational skills and a high EQ, with keen pastoral instincts
- Experience leading staff teams of 10-25 people, with a mixture of full- and part-time staff

Highly Desirable Skills & Characteristics

- You have lived experience sharing the Good News of the Gospel through missions and evangelism in local, cross-cultural and international contexts
- Diversity, equity and inclusion strategies are important to you
- You are sensitive to the needs of the LGBTQ+ population in our midst

- Seasoned and thoughtful pastor, who follows up with and checks in on those in your care and knows when to step back or refer
- Liturgical worship
- Well-honed people management skills
- Demonstrates two-way communication
- Proven ability to develop pastoral skills in others
- Able to positively inspire and motivate both individual and team performance
- Effective delegator

Knox Presbyterian Church does not discriminate in the employment of individuals on the basis of race, national or ethnic origin, disability, gender, or age. Disability accommodations are available on request for all aspects of the selection process.