



SCHEDULE "A"

Job Title	Pastor of Discipleship & Congregational Care
Department	Ministry Team
Location	Prince of Wales Campus
Band/Salary Range	\$80,000 - \$105,000
HR Contact	Sue Reissner
Will Train Applicant(s)	Yes
Track	Ministry
Supervisor	Interim Lead Pastor
Travel Required	Within city limits
Position Type	Full-Time
Date Posted	May/June, 2026
Posting Expires	July 6, 2026
Send cover letter & resume to	execassist@metbiblechurch.ca

Position Summary

The Pastor of Discipleship & Congregational Care will provide mature, experienced pastoral leadership in shepherding, care, and discipleship across the life of the church.

This role is designed to strengthen the church's capacity in pastoral care, support and mentor a relatively young pastoral team, and ensure that discipleship systems are both scripturally grounded and pastorally effective.

The ideal candidate brings theological depth, proven pastoral experience, and the relational wisdom required to handle complex life situations.

Reporting Relationship

Reports to the Interim Lead Pastor.

Works closely with the Pastoral Executive Team (PET), the Ministry Advisory Team (MAT), Families' Pastor, Seniors' Pastor, Deacons & Care Team.

Experience and Education

Spiritual & Character Qualifications

- Meets the biblical qualifications of an elder (1 Timothy 3, Titus 1).
- Demonstrates spiritual maturity, humility, and a shepherd's heart.
- Strong commitment to Scripture and sound doctrine.

Experience

- Significant pastoral ministry experience (minimum 15 to 18 plus years), including senior leadership.
- Proven experience in counselling, shepherding, and congregational care.
- Demonstrated ability to handle complex pastoral situations.
- Experience in mentoring younger leaders.
- Preferably qualified in biblical counselling.



Competencies

- Demonstrated ability to apply biblical truth in pastoral care and discipleship contexts.
- Strong relational and emotional intelligence.
- Pastoral wisdom in multi-generational ministry contexts.
- Ability to lead systems, not just respond to needs.
- Clear communicator in both teaching and personal settings.
- Team-oriented, collaborative leadership style.

Education & Training

- M.Div. (Master of Divinity) or equivalent degree in ministry, Bible, or theology.
- Demonstrated competency or training in biblical counseling is an added benefit.

Other

- Must be a member Metropolitan Bible Church or able to complete the membership process within six months of joining.

Relational Style

- Respectful, approachable, cooperative, and trustworthy—consistently reflecting The Met's vision and values.
- Demonstrated ability to build rapport with volunteers and lead teams with encouragement and clarity.
- Able to collaborate across multiple departments and balance competing priorities with grace.
- Skilled at managing and prioritizing multiple projects and deadlines effectively.
- Proactive in identifying challenges and navigating bottlenecks before they escalate.
- Exercises sound judgment and mediation skills in interpersonal and team dynamics.
- Self-motivated, with a proven ability to inspire and mobilize others toward shared goals.

Role and Responsibilities

The Pastor of Discipleship & Congregational Care will provide mature, experienced pastoral leadership in shepherding, care, and discipleship across the life of the church through the following.

Counselling & Family Care

- Works closely with the Families' Pastor to provide pastoral counselling in areas such as marriage, family challenges, and personal crises.
- Lead crisis response for individuals and families in urgent situations.
- Develop a framework for ongoing family care and support within the church.
- Build trust and credibility in pastoral counselling across the congregation.

Congregational Care Leadership

- Oversee care structures including hospital visits, home visits, and member follow-up.
- Equip and support deacons in delivering congregational care.
- Lead and strengthen care teams and benevolence ministries.
- Ensure no member is overlooked in times of need.



Shepherding & Pastoral Team Support

- Mentor and support younger pastors in pastoral care, decision-making, and shepherding.
- Bring spiritual maturity and life experience to the table.
- Provide wisdom in complex pastoral and congregational matters.
- Help stabilize and strengthen the overall pastoral culture of the church.

Discipleship & Small Groups

- Help develop and provide oversight of the church's discipleship strategy.
- Work closely with and supervises the Assistant Pastor, Community Groups to strengthen small group systems.
- Train and develop small group leaders.
- Ensure doctrinal alignment and pastoral consistency across groups.

Teaching & Sunday Service Leadership

- Support the teaching ministry with biblically grounded, pastorally sensitive instruction across various ministries of the Church.
- Share in Sunday service leadership responsibilities.
- Model shepherding through public ministry and presence.

Pastoral Functions

- Officiate weddings and funerals.
- Provide pastoral leadership in significant life moments of the congregation.
- Engage in prayer ministry and spiritual care across the church.

Work Environment

- Fast-paced, highly collaborative, and purpose-driven.

Additional Notes

- Please advise us of any accessibility-related accommodation in your cover letter (or email).
- This job description is subject to change or revision at any time during employment. By accepting an offer of employment, the employee acknowledges and agrees to this condition.



SCHEDULE "B"

DOCUMENTS AVAILABLE ON <https://www.metbiblechurch.ca/member-resources>

1. Metropolitan Bible Church Ministry Corporation Bylaw May 26, 2024
2. Metropolitan Bible Church Property Corporation Bylaw May 26, 2024
3. Personnel Manual (available upon acceptance)