

Midland



ALLIANCE CHURCH

ASSOCIATE PASTOR JOB DESCRIPTION

Who We Are: At Midland Alliance Church (MAC), we share and live the belief that people find their life purpose by following Jesus. MAC is a community offering multiple ways for every generation to plug in to the life of the Church. We are focused on reaching out with the good news of Jesus, intentionally being welcoming, and providing clear opportunities to grow spiritually. MAC is celebrating 100 years of ministry in 2025 and is grateful to be building upon a strong foundation as we move forward into our next season of ministry!

Vision: Our vision is to see 1% of the Midland area *Growing in Faith and Life* through MAC.

Local Community: MAC is located in Midland, Ontario, a beautiful town on the shores of Georgian Bay with a population of almost 18,000 people. Midland is the hub of several surrounding towns and townships comprising North Simcoe with a population of over 50,000. The population doubles in the summer due to the area's cottages, resorts and National and Provincial Parks. Midland is within close proximity to beaches, parks, trails, and ski resorts.

Position Overview: The Associate Pastor's primary responsibility is providing Spirit-led vision and leadership to MAC's Youth Ministry. In this role, they will be passionate for the next generation and eager to embrace, engage, and empower the youth to become leaders in the Church today and into the future. The Associate Pastor will also provide oversight to the worship ministry OR to an equivalent portfolio, with consideration given to skill and gifting.

Position Type: Full-time

Accountability: Reports to the Lead Pastor

Compensation: Salary based on qualifications, experience, and the Central Canadian District 2025 Compensation Guidelines

Additional Benefits: Annual paid vacation and benefit package

Duties and Responsibilities:

Youth Ministry (50%)

- Provide leadership and oversight to the MAC Youth Ministry (Grades 6-12)
- Creatively and interactively preach and teach the Word of God
- Strategically reach out and partner with the local community to engage youth in spiritual growth, discipleship, and service opportunities
- Develop and support volunteer leaders and teams, encouraging mentorship relationships
- Organize weekly gatherings and special events
- Collaborate with parents/guardians to create a supportive and intentional community
- Develop and support the youth worship team

Worship Ministry (30%)

- Provide leadership and oversight to MAC's team-based worship ministry and tech teams
- Coordinate with the preaching schedule to foster a cohesive Sunday experience
- Cultivate heart-healthy, spiritually mature worship teams through discipleship and equipping the volunteers to use their gifts
- Lead and/or support rehearsals, providing musical direction and guidance to support and equip the teams
- Lead and/or participate in worship

Other (20%)

- Active part of the preaching team, helping to shape sermon series and service plans
- Attend and actively participate in staff meetings and team development
- Ability to perform weddings, funerals and pastoral visitation as necessary

Accountabilities

- To be aligned and enthusiastic about the mission and vision of MAC
- To be an actively engaged, supportive and cooperative leadership team member
- To be an effective interpersonal communicator (oral and written)
- To be relentlessly proactive and follow through on assigned tasks
- To conduct oneself with professionalism, diligence and friendliness
- To live and work with integrity

Qualifications

- Has a mature and growing relationship with Jesus and a love for His Church
- Holds a degree in a Church-ministry program from a bible college/university/seminary
- Leadership experience in a local Christian Church and/or parachurch context
- Ability to effectively and creatively communicate with youth and adults
- Proficient with using technology and social media
- Passionate about evangelism, discipleship and developing the gifts of others
- Ability to be organized, prepared, and effectively manage time and tasks
- Effectively develop and administer budgets related to the area of oversight

An offer of employment for the position of Associate Pastor at Midland Alliance Church is conditional upon successful completion of a pre-employment background check and vulnerable sector police check. Interested candidates must be or be willing to become licensed with the Central Canadian District of The Alliance Canada. Successful candidates must agree with and adhere to the Statement of Faith, Constitution, by-laws and policies of Midland Alliance Church and [The Christian Missionary Alliance of Canada](#).

Please submit your cover letter and resume as well as links to samples of preaching and/or leading worship to careers@machurch.ca. We would like to thank all applicants for their interest, however, only shortlisted candidates will be contacted.