2026

Submit Resume to: **Jennifer Cornwall**
Ministerial Formation Administrator
Free Methodist Church In Canada
Jennifer.cornwall@fmcic.ca

Queensway Free Methodist Church

Transition Team

Co-chair:	Wayne Bush	wbush6@cogeco.ca
Co-chair and contact person:	Charles Fletcher	fletcherce9@gmail

Queensway Free Methodist Church
4397 Dorchester Road, Niagara Falls, Ontario, L2E 6N5
queenswayfmc@gmail.com, 905-356-7800

Church Profile September 2026

"Rooted in Christ. Serving Our Community. Looking to the Future."

Welcome

Thank you for taking the time to learn about Queensway Free Methodist Church.

We recognize that discerning God's call to ministry is a journey of prayer, wisdom, and faith. Whether you are simply exploring possibilities or sensing that God may be leading you toward a new season of ministry, we hope this profile gives you more than information. We hope it gives you a glimpse into the life, heart, and vision of our church family.

Queensway is a congregation with deep roots and a rich history of faithful ministry. For nearly 150 years, God has been at work through ordinary people who love Jesus, care for one another, and desire to share the hope of the Gospel with their neighbours.

Like many churches across Canada, we have experienced seasons of growth, change, challenge, and renewal. Through it all, God has remained faithful. Today we find ourselves both grateful for the foundation that has been laid and excited about the opportunities that lie ahead.

We believe our next pastor will not simply lead a church. We hope he or she will become part of a church family committed to seeking God's direction together as we continue His mission in Niagara Falls.

Our Story

Our story began in the autumn of 1878 when Free Methodists crossed the Niagara River from the Buffalo area and gathered in the home of George Huff in nearby Chippawa. What began as a small gathering of believers soon developed into the Chippawa and Clifton Society of the Free Methodist Church, formally organized in 1880.

As the congregation grew, larger facilities became necessary. In 1926, a "beautiful brick church" was constructed on Huron Street, providing a permanent home for a congregation passionate about reaching its community with the Gospel of Jesus Christ.

Throughout its history, Queensway has consistently looked beyond its own walls. Church records tell of members borrowing from the Sunday School treasury to support evangelistic tent meetings in nearby communities. In 1943, sixteen people publicly declared their faith through baptism at Dufferin Islands—one example of the church's continuing commitment to making disciples.

By the mid-1960s, continued growth prompted another significant step of faith. The congregation relocated to its present location in the Queensway

Garden subdivision, where the current sanctuary opened in 1967. Major renovations in 2001 improved accessibility and ministry space, followed by additional kitchen and washroom renovations in 2018. More recently, new sanctuary seating and air conditioning were installed in 2025, and a new parking lot was completed in 2026.

For more than thirty years our annual Live Nativity has been visited by hundreds of families and has become one of Queensway's best-known ministries. Each Christmas season, families from our community come to Queensway to experience the Christmas story in a meaningful and welcoming environment.

Nearly a century and a half after those first gatherings in Chippawa, our purpose remains unchanged: to faithfully proclaim the Gospel of Jesus Christ and lovingly serve our community.

Who We Are

Queensway is first and foremost a church family.

Visitors often remark on the warmth and friendliness of our congregation. We value authentic relationships and strive to create an atmosphere where newcomers quickly feel welcomed, known, and accepted.

Our worship is centred on Jesus Christ, our teaching is firmly grounded in Scripture, and prayer shapes every aspect of our ministry. We are blessed with members who serve faithfully, care deeply for one another, and work together with unity and humility.

Today our congregation consists of 33 members, with an average Sunday attendance of approximately 44 people. Many have worshipped at Queensway for decades, while nineteen new families have joined us during the past five years. Two-thirds of our congregation regularly participate in ministry beyond Sunday worship, reflecting a church that values both worship and service.

Our congregation is predominantly made up of mature believers, many of whom are retired but continue to serve Christ faithfully at Queensway. Their wisdom, generosity, and commitment have provided a strong spiritual and financial foundation for the ministry we enjoy today.

At the same time, we are praying intentionally for God to help us reach children, youth, young adults, and families. We believe our future includes both honouring those who have faithfully built this church and welcoming a new generation into its life and ministry.

Our Vision and Mission

Our vision is to be a vibrant, Spirit-filled community of believers with a heart for evangelism and disciple-making, bringing hope, help, and healing to our community and beyond through the saving knowledge of Jesus Christ.

Our mission is to lovingly connect with people, grow fully developed followers of Jesus Christ, and equip them to reach our community and beyond.

We believe healthy churches do more than gather for worship—they intentionally equip people to live out their faith every day. Our mission is to encourage believers to build authentic relationships with people who do not yet know Christ, demonstrating His love through both word and action.

As people come to faith, we desire to see them welcomed into the life of the church, nurtured as disciples, and equipped to help others discover the transforming grace of Jesus Christ.

Everything we do is guided by six foundational values.

We are committed to the faithful teaching and practical application of God's Word.

We value genuine relationships marked by hospitality, kindness, and mutual care.

Prayer is the foundation of every ministry and every decision we make.

We believe the Gospel is meant to be shared through authentic relationships and compassionate service.

While remaining firmly rooted in Scripture, we humbly seek to recognize and appreciate the different ways God is at work throughout the broader body of Christ.

Above all, we desire to live with faithful loyalty to Jesus Christ and loving commitment to one another.

Our Community

Queensway Free Methodist Church is located in north-central Niagara Falls, Ontario, within an established residential neighbourhood.

Niagara Falls is known around the world for its natural beauty and tourism, but it is also home to thousands of people searching for community, purpose, and hope. The city's economy has

increasingly shifted toward tourism and service industries, bringing both opportunity and unique ministry challenges.

Many people today are cautious about organized religion, yet they remain open to authentic relationships and meaningful spiritual conversations. We see this not as an obstacle but as an invitation to live out the Gospel with humility, compassion, and integrity.

We believe God has strategically placed Queensway within this community to be a visible expression of Christ's love through faithful worship, practical service, and genuine relationships.

City of Niagara Falls website

Ministry at Queensway

Our desire is simple: to help people know Jesus, grow in faith, and serve others.

Sunday worship remains the centre of our weekly life together. Through biblical preaching, meaningful worship, and prayer, we seek to honour Christ and encourage one another.

Throughout the week, ministry continues through prayer gatherings, small groups, care ministries, music, children's ministry, and opportunities for fellowship.

Community outreach has long been one of Queensway's greatest strengths. Annual events such as our Live Nativity, Canada Day Community Pancake Breakfast, March Break Camp, Paint Nights, Knit Nights, Movie Nights, distibution of Our Daily Bread devotionals, and Art in the Park provide opportunities to build meaningful relationships throughout our neighbourhood.

Our building also serves the wider community by hosting Alcoholics Anonymous, SLAA (an anonymous support group), and The Way church plant.

Beyond our local ministry, we partner with organizations serving people both locally and globally through food assistance, international child sponsorship, disaster relief, missions, Bishops's Relief Fund, Sri Lanka Pastor's Fund, TearFund, and Operation Christmas Child.

Whether serving across the street or across the world, we desire to demonstrate the love of Christ in practical ways.

Looking Ahead

As we look toward the future, we do so with both gratitude and anticipation.

We thank God for the generations who have faithfully built Queensway into the church it is today. Their sacrifices have left us with a healthy congregation, a debt-free facility, strong unity, and a solid foundation for future ministry.

At the same time, we recognize the opportunities before us.

We long to see children filling our classrooms, families finding community, young adults discovering purpose, and people from every stage of life coming to know Jesus Christ.

We are praying for fresh vision, renewed energy, and continued faithfulness as we seek to engage our community in new and meaningful ways.

We believe God is not finished with Queensway. Our prayer is that the next chapter of our story will bring even greater opportunities to share the hope of Christ throughout Niagara Falls and beyond.

The Pastor We Are Praying For

Rather than searching for someone to simply fill a position, we are praying for the person God is already preparing to serve alongside us.

We hope our next pastor will love Jesus deeply and lead from a growing relationship with Him.

We seek someone who faithfully teaches God's Word, values prayer, builds authentic relationships, and equips others for ministry rather than doing ministry alone.

We desire a leader who enjoys connecting with people both inside and outside the church, someone who sees the community not simply as a mission field but as neighbours to be loved.

Above all, we hope our next pastor will share our passion for making disciples, reaching our community, and helping Queensway continue writing the next chapter of God's story in this place.

Staff, Leadership, and Facilities

Queensway is led by an elected Board under the leadership of the Board Chair.

Our staff currently includes a full-time Lead Pastor, a part-time Family Outreach Pastor, a part-time Administrative Assistant, and a part-time Caretaker.

Our debt-free facility includes a 150-seat sanctuary, a fellowship hall seating approximately 100 people, multiple classrooms and meeting spaces, and offices that support ministry throughout the week.

Well-established ministry teams oversee prayer, care ministries, music, maintenance, children's ministries, discipleship, outreach, and hospitality.

Through careful stewardship and generous giving, God has blessed Queensway with financial stability and facilities that continue to serve both our congregation and the wider community.

An Invitation

Thank you for taking the time to learn about Queensway Free Methodist Church.

If, as you have read these pages, you sense God stirring your heart toward this ministry, we would welcome the opportunity to begin a conversation with you.

Our prayer is not simply that God would send us a pastor.

Our prayer is that He will guide us to the shepherd who will faithfully lead our congregation, and that together we will continue sharing the hope of Jesus Christ with Niagara Falls and beyond.

"*The one who calls you is faithful, and He will do it.*"
1 Thessalonians 5:24**

Queensway Free Methodist Church website
Email us

Ninety

QUEENSWAY
LIVE NATIVITY
SUN DEC 14
1230 TO 4PM

Appendices

Queensway Free Methodist Church
4397 Dorchester Road, Niagara Falls, Ontario, L2E 6N5
queenswayfmc@gmail.com, 905-356-7800

"Rooted in Christ. Serving Our Community. Looking to the Future."

JUST THE FACTS ...

Transition Team

Co-chair:	**Wayne Bush** wbush6@cogeco.ca
Co-chair and contact person:	**Charles Fletcher** fletcherce9@gmail.com 6573 D'arcy Crescent, Niagara Falls, Ontario, L2E 5T2 905-329-9640

DEMOGRAPHICS

Membership:	33
Gender:	Male 48%, female 52%
Age Of Attendees:	Under 20 = 8%, 21-34 = 9%, 35-49 = 3%, 50-64 = 30%, & 65+ = 49%
Congregation:	Members = 63%, non members = 37%
Years Attending Queensway:	Less than 2 years = 10%, 2-4 years = 24%, 5-9 years = 7%, 10-19 years = 16%, and 20+ years = 40%
Frequency of Attendance:	1 week a month = 3%, 2 weeks per month = 13%, 3 weeks per month = 29%, rarely miss a week = 60%
Average Sunday Attendance:	44 (January to June 2026)
Participation In Church Functions Beyond Sunday Morning:	Yes = 66%, No = 34%
Level Of Education Completed:	Elementary 2%, High School 29%, College/University, 53%, Postgraduate 16%
Employment Status:	Part Tme = 20%, Full Tme = 14%, Seeking Employment = 4%, Retired = 63%

New Families in the Past 5 Years: 19

FACILITIES

Age	1967, 2001 (major renovation). 2025 (new seating and new air conditioning), & 2026 (new parking lot)
Mortgage	$0
Seating	150 Sanctuary & 100 Fellowship Hall
Offices	Pastor, Secretary, & General Purpose Room
Upper Level	Board/Sunday school room and large multipurpose room
Parsonage	no

COMMUNITY GROUPS USING QUEENSWAY FACILITIES

Alcoholics Anonymous (AA). SLAA (an anonymous support group), & The Way (Church plant)

ORGANIZATIONS SUPPORTED BY QUEENSWAY

Open Arms Mission in Welland	adminsupport@openarmsmissionwelland.com
Sri Lanka Pastor's Fund	fmcic.ca/srilanka
Bishop's Relief Fund	https://fmcic.ca/bishops-relief-fund/
Operation Christmas Child	samaritanspurse.ca
International Child Care	childcareministries.org
Tear Fund	tearfund.ca
Niagara Worship Centre Food Bank	niagarawarship.ca
Niagara Falls Community Soup Kitchen	nfsoupkitchen@gmail.com

ORGANIZATION AND ADMINISTRATION

Board Chair	Peter Last
Vision Statement	Yes
Mission Statement	Yes
Budget	Yes
Systems for:	
Membership	Yes
Assimilating New People	Yes
Discipleship.	Yes
Ministry Teams for:	
Prayer/Small Groups	Yes
Care Ministries	Yes

Music ministry	Yes
Maintenance	Yes
Sunday School and Nursery	Yes
Counseling	No
Ministry Development Plans:	
Crowd events	Yes (Live Nativity & Canada Day Community Pancake Breakfast)
Target groups	Yes (Knit Night, Paint Night, Movie Night, March Break Camp, & Art in the Park)
"And Beyond Initiatives"	Yes (Operation Christmas Child, Sri Lanka TearFund)
Meeting Social Needs	Yes (Benevolent fund - Food Vouchers)
Performance Appraisal	Yes
Paid personnel	Full Time Pastor, Part Time Secretary, Part Time Family Outreach Pastor, & Part Time Caretaker

PASTORAL HISTORY

Brian Hornibrook	6 years
Marty Misener	3 years
Tom Gurnick	5 years
Jennifer Anderson	6 years
James Robb	11 years
Alan Retzman	7 years

PASTORAL COMPENSATION AND BENEFITS

We participate in the Free Methodist Church in Canada's benefit package and follow their guidelines regarding travel expenses, vacation, sick leave, etc. (see manual Par 88). Salary (base salary + housing allowance) is to be negotiated.

Salary is base salary (taxable) and housing allowance (non-taxable 878.1).

(You must apply to Canada Revenue Agency (CRA) in November of each year for payroll tax reduction at source for the following year, otherwise file for the allowance when you file your income tax return)

Benefits: Life/Extended health/Dental/LTD. (878.1-878.5). (You are required to participate if you are paid for at least 20 hours per week.
You may opt out of the extended health and dental coverage provided you document that you have spousal coverage.
You may not opt out of life or long term disability (LTD).

Travel allowance budget (878.7).

Other benefits: continuing education, entertainment, allowed days away, vacation days, family camp, ministry mission days, ministry in other churches, bereavement days and conference seminar days (878.6)

FREE METHODIST CHURCH IN CANADA

2025 CHURCH ANNUAL REPORT

Due February 28, 2026

PREAMBLE

Please complete one report per church. If your church is in transition, the Delegate should complete this form. Please refer to the Helper Document for guidance while completing this report.

Name of Person Completing Report:
[redacted]

The email where a copy of your report will be sent:
[redacted]

SECTION 1: GENERAL CHURCH INFORMATION

1.1 Church Name: *

Queensway Free Methodist Church, Niagara Falls, ON

1.2 Church Information

☒ Church Mailing Address: * 4397 Dorchester Road, Niagara Falls, ON. L2E 6N5

☒ Meeting Location: 4397 Dorchester Road, Niagara Falls, ON. L2E 6N5

☒ Church Phone Number: * 905-356-7800

☒ Church Email: * queenswayfmc@gmail.com

☒ Church Website: queenswayfmc.ca

1.3 Check the appropriate Church Status: (check all that apply) *

☑ Transition ☐ Church Plant ☐ Society ☐ Affiliate

1.4 Church Leadership: Please confirm the current information for the following so we can update our records:

Lead Pastor(s): * [redacted] ☒ Email(s): * [redacted]

Board Chair: * [redacted] ☒ Email: * [redacted]

Lead Delegate: [redacted] ☒ Email: [redacted]

Reserve Delegate: [redacted] Email: [redacted]

SECTION 2: CHURCH MEMBERSHIP & ATTENDANCE

2.1 Number of Homes in Directory/Contact List: *

32

2.2 Total Church Membership *

33

☒ Adult Membership * 33

☒ Youth membership * 0

☒ New Members Received (Past year): * 0

2.3 Average Adult Worship Attendance (In-Person) (whether in one location or distributed, including non-members): *

35

2.4 Average Worship Attendance (Virtual): *

5

2.5 Average Youth Ministry Attendance: *

0

2.6 Children's Ministry Attendance: *

2

2.7 Demographic Diversity: Please select the option that best describes the demographic diversity of your church's in-Person attendance: *

◯ Mono-cultural ◉ Multi-cultural

2.8 What language(s) are incorporated into your worship services (or other discipleship settings): *

English

2.9 Other Comments (optional): If you would like to add more detail or context for the questions in this section, please do so here.

SECTION 3: SPIRITUAL HEALTH & GROWTH

3.1. How would you describe your church's current spiritual vitality? (see Helper Document) *

Steady but in need of renewal

3.2 Baptisms (Past Year):

Total Baptisms (all ages): *
0

Adult (30-65+): *
0

Young Adult (18-30) *
0

Youth (age 12-17): *
0

Children (3-11): *
0

Infant: *
0

Infant Dedications: *
0

Adult renewal of baptismal vows: *
0

3.3 Conversions (Past Year):

Total Conversions: *
0

Adults: *
0

Children/Youth/Young Adults: *
0

3.4 What have been the most uplifting spiritual moments, breakthroughs, or stories from your congregation's prior year? (optional):

SECTION 4: COMMUNITY ENGAGEMENT & MISSION

4.1 ICCM Projects Supported: *

N/A

4.2 Global Engagement (*outside Canada)*

Global Missions Engagement
(list projects, countries, non-FM partners, FM mission districts, FM missionaries, etc.) *

Bishop's Relief Fund
Sri Lanka Pastor's Fund
Tearfund

☒ *Short-Term Mission Participation* (not ICCM or FMCIC):
(List name, website, country of partnering organizations and # People Sent) *

N/A

4.3 Local Missions Engagement (*inside Canada)*

☒ Intercultural Missions (Refugees, Newcomers, Indigenous, etc. *

We hosted Jonathan Maracle for an evening and held the Blanket Exercise following worship the next day.

☒ Local Outreach Projects or Partnerships *

Niagara Soup Kitchen
Niagara Food Bank
Open Arms Mission in Welland

4.4 Biggest Outreach Challenge or celebration (optional):

We hosted a Canada Day Pancake Breakfast for the community which was a success.
We deliver 550 Our Daily Bread devotionals every Quarter to our neighbours.

SECTION 5: FINANCIAL & ADMINISTRATIVE SNAPSHOT

THIS SECTION TO BE COMPLETED BY CHURCH TREASURER

**All Answers are for the Previous Year's Budget*

5.1 Treasurer's name: * [redacted] Phone * [redacted] Email: * [redacted]

Please confirm this contact information has been updated with CRA: *

Yes

5.2 PREVIOUS YEAR'S ACTUAL OPERATING INCOME/BUDGET:

☒ Church Donation Income: $ * 140967.00

☒ Church Expenses: $ * 148558.00

5.3 OTHER INCOME:

☒ Capital Funds Revenue: $ * 16742.00

☒ Ancillary Income: $ * 0.00

☒ Rental Income: $ * 8346.00

☒ Bequest Revenue: $ * 15000.00

☒ Others: $ Accepts whole numbers. Decimals

5.4 CHURCH GENEROSITY BEYOND FMCIC:

☒ Global and Local Outreach beyond FMCIC Missions: $ * 1545.00

5.5 TOTAL CHURCH INDEBTEDNESS:

☒ Please list the sum total of debts your church owes : $ * 0.00

5.6 OVERALL FINANCIAL HEALTH: *

Managing but tight

5.7 COMMENTS ON FINANCIAL INFORMATION:

SECTION 6: MINISTRY & LEADERSHIP DEVELOPMENT

6.1 Licensed Lay Ministers (name and email): *

N/A

6.2 Emerging Pastors or Church Planters (name, email address): *

[redacted]

6.3. Leadership Development: Our Church has intentional systems to identify, recruit, and equip new leaders.

(Rate 1: being low–5: being high): *

○ 1 ◉ 2 ○ 3 ○ 4 ○ 5

6.4 Pastors' Network: Please describe the Lead Pastor's level of engagement with their pastors' network: *This section should be filled out by the Lead Pastor. If your church is in transition, please leave this section blank.* *

Actively engaged and contributes positively

6.5 Comments on Pastors' Network:

6.6 Regional Coach: Please describe your Pastor's/Delegate's/Board level of engagement with their Regional Coach *

Occasionally involved and offers limited impact

6.7 Comments on Regional Coach:

6.8 Performance Appraisals:

☒ Has your Official Board/Delegate conducted a Performance Appraisal for all appointed pastors in the previous year? *

◯ Yes ◉ No

☒ Has the Delegate's Performance Appraisal Report (form 5) been submitted to the Ministerial Formation Office this year? *

◯ Yes ◉ No

☒ Do you need help with any of the above? *

◯ Yes ◉ No

SECTION 7: DENOMINATIONAL CONNECTION & SUPPORT

7.1 How can the National Ministry Team better serve and support your church in this next season?

(Your feedback helps us strengthen our partnership with you and the churches we serve.)

*

The NMT do a wonderful job in supporting our movement, however, communication with the local church is spotty at best. Also, the website needs an overhaul to make it user friendly; it takes way to long to find what you're looking for on the site and it is not up to date in certain areas. Some of the information is as old as 2010.

7.2 Would you like to receive a brief "Church Health Snapshot" summarizing your report and offering tailored next steps? *

◉ Yes ◯ No

Thank you for completing your Annual Report

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** **ON** **Report Year** **2024**

Pastor [redacted]
Network Leader

Church Statistics

Weekend Attendance	**40**	AvgAttendancePandamicMonths:	**0**
Homes in Directory	**33**	SundayServiceTypes:	**Combination of both**
No of SmallGroups	**5**		
Adult conversion	**0**		
Child conversion	**0**		
Adult Membership	**30**		
Operating Budget	**109,688**		
Global Ministry	**3,569**		
Church Development	**0**		

Ministry And Church Development:

Regarding Life plan our church is **2. Is considering LifePlan**
NCD Average **0**
Last NCD Date
Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **No**

Please list all licensed Lay Ministers :

n/a

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions None
Potential Pastor or CP none
Lifeplan No
Notes
Delegates [redacted]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** [redacted] [redacted]

[redacted]

Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Enagement:

ICCM Enagement:

Story-Self:

Story-Church:

Story-Community:

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** **ON** **Report Year** **2023**

Pastor Brian [redacted]

Network Leader

Church Statistics

Weekend Attendance	**35**	AvgAttendancePandamicMonths:	**0**
Homes in Directory	**33**	SundayServiceTypes:	**Combination of both**
No of SmallGroups	**5**		
Adult conversion	**1**		
Child conversion	**0**		
Adult Membership	**30**		
Operating Budget	**104,228**		
Global Ministry	**8,283**		
Church Development	**0**		

Ministry And Church Development:

Regarding Life plan our church is **3. Started LifePlan this year**

NCD Average **0**

Last NCD Date

Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **Yes**

Please list all licensed Lay Ministers :

N/A

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions N/A

Potential Pastor or CP N/A

Lifeplan N/A

Notes

Delegates [redacted]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name	Queensway Free Methodist Church	ON	Report Year	2023

[redacted]

Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Enagement:

ICCM Enagement:

Story-Self:

Story-Church:

Story-Community:

JOB DESCRIPTION
LEAD PASTOR QUEENSWAY FREE METHODIST CHURCH

Position	Full-Time Pastor
Church/Department	Queensway Free Methodist Church
Location	Niagara Falls, Ontario
Reports to	The Official Board Queensway Free Methodist Church
Team (Staff, Ministry Leaders)	Secretary (Part-Time) Assoc. Pastor of Outreach & Families Custodian (Part-Time) Ministry Team Leaders: Worship Team Leader: Pastor Prayer Ministries Team Leader Outreach Ministries Team Leader: Assoc. Pastor Community Life Team Leader Discipleship Team Leader Temporal Affairs Team Leader
Date of Last Revision	September, 2026

POSITION OVERVIEW

The Church

The Church is the body of Christ, comprised of people from every nation, culture and language who willingly surrender themselves to a life of discipleship to Jesus, living in daily faith and dependence upon the reality of the Holy Spirit to fill, cleanse and empower them to live like Jesus. The Church's purpose is to carry on the work of Jesus - preaching, teaching, healing, feeding and calling people to His body.

The Vision of Queensway Free Methodist Church

Our vision is to be a vibrant, Spirit filled community of believers, with a heart for evangelistic-outreach and disciple-making, bringing hope, help and healing to our community and beyond through the saving knowledge of Jesus Christ.

The Mission of Queensway Free Methodist Church

Our mission is to lovingly connect with people, grow fully developed followers of Jesus Christ and equip them to reach our community and beyond.

The Role of the Pastor

The Pastor's task is to glorify *God* through leadership by modelling the Christian walk of a servant, devoting himself/herself to the tasks of prayer and the ministry of the Word, and administering the affairs of God's people with the goal of achieving the mission of the church.

The Pastor's Faith

The role of Pastoral Leadership assumes a vibrant and developing relationship with Christ and pursuit of a life of holiness. This is demonstrated by a consistent devotional life, dependence upon the Holy Spirit, clear personal relationships and a love for the Church as the body and bride of Christ.

Education and Job-Related Experience Requirements

As a minimum, the incumbent must possess:

- Post-secondary Education
- Ministerial Candidacy with consistent work towards ordination
- Three to five years involvement in significant lay ministry

Ideally, the incumbent would possess:

- Ordination
- A Master's Degree in Divinity or Biblical Studies
- Four or more years in a Pastoral Leadership position with significant experience in successfully leading a congregation

Major Responsibilities

In order to achieve our Mission, a Pastor will be required to lead in the following areas:

1. Preaching, Teaching and Overseeing Worship
2. Spiritual Development and Care
3. Leadership Development
4. Mission Fulfillment
5. Modelling a Balanced Life
6. Leading Towards Church Growth

Core Competencies

In order to effectively perform the major responsibilities of our mission, the Pastor will require competency in the following areas. (It is understood that no individual is omni-competent, and a Pastor is encouraged to develop a team of people to complement his/her own gifts and abilities.)

1. A warm-hearted, evangelistic theology
2. Clear and effective communication
3. Decisive Leadership
4. Effective coaching skills
5. Ability to complete projects
6. Sensitivity to congregational needs and pro-active in meeting them
7. Creatively meeting the challenges of a changing world and congregation.

DETAILED JOB DESCIPTION

Five Areas of Leadership

1. Leading Through Preaching/Teaching and Worship (40%)

Corporate worship is central to the life of the church. It is the time when the church fulfills its important scriptural mandate of proclamation and prayer. It is also the time when members of the congregation meet with each other and with visitors to support and encourage one another in their journey of faith. Many aspects of the church's life are helped or hindered by what happens in worship. The Pastor's most widely observable ministry takes place during worship services. This facet of the job requires that the Pastor be organized, an outstanding communicator, accurately taking Biblical truth and providing avenues of application that the congregation can understand, overseeing the streamlined flow of worship, and effectively delegating where appropriate. As the Lead Preacher/Teacher, the Pastor will:

A. Prepare and deliver sermons that are Biblical, theologically sound, clear and relevant to the needs of the congregation, challenging members and uncommitted attendees to become fully devoted followers of Jesus Christ.
B. Regularly and effectively communicate the nature and mission of the Church.
C. Ensure that worship services are effective regarding content, style, structure and design by seeking regular feedback from a cross section of the congregation.
D. Meet regularly with Worship Leaders to critique previous worship services regarding music selection, transitions, etc. and to plan future worship services
E. Regularly communicate the sermon content and themes to Worship Leaders in order to coordinate the various elements.
F. Suggest and assist with planning of special worship services such as Christmas, Easter and other special programs/outside speakers with the objective of providing balance and breadth to the worship experience.
G. Work with Ministry Team Leaders to ensure timely and effective promotion of special events.

2. Leading Through Pastoral Care (25%)

The nurture and care – spiritual, emotional and physical – of the congregation is important. It is expected that the Pastor will ensure all such needs are being adequately met through personal contact, as well as encouraging the shepherding responsibilities through gifted leaders and the Care Commission. The Pastor will:

A. Visit those hospitalized
B. React promptly to emergency/crisis situations
C. Provide communion in private homes (as necessary)
D. Coordinate and monitor who is visiting to ensure that no need gets missed.
E. Conduct baptisms, weddings and funerals as requested and needed
F. Greet people after worship services
G. Attend ministry programs and various church events to offer support/encouragement

H. Provide minor counselling and refer to professionals those people for whom more extensive counselling is needed
I. Connect with those on the fringe of the congregation

3. Leading Through Leaders (10%)

The Pastor multiplies leadership through other leaders. The Pastor ensures the discipleship and training of the church's current and future Ministry Leaders. The Pastor will:

A. In partnership with the Official Board, schedule and participate in annual Leadership Retreats that educate and motivate Board members and other leaders of the church regarding roles and responsibilities, mission, etc.
B. Provide for general oversight, inspiration and motivation of leaders to ensure that they are maturing in their faith, growing in their relationships with each other and upgrading their skills.
C. Convene regular meetings with the Ministry Team Leaders to ensure coordination of all church life.
D. Manage the performance of and provide leadership to paid staff. Oversee the daily operation of the church office.

4. Leading Through Mission Fulfillment (20%)

Working with the Board, the Pastor provides and communicates the general sense of direction for the congregation. It is expected that fulfilling the mission for the church stretches the congregation beyond the status quo, in a way that is Biblically true. It is understood that the mission of the church is constant and the means of achieving it are fluid. The Pastor will:

A. Ensure that the Board and Ministry Leadership Team continue in the ongoing work of fulfilling the vision and mission by reviewing and developing strategies for the fulfillment of the mission.
B. Take a proactive approach toward identifying problems /challenges and offer Biblical solutions for resolution.
C. Encourage and direct community outreach to draw people in to be a part of the church family.
D. Teach and equip the church family to become disciples and disciple makers.
E. Ensure that membership classes are offered.
F. Provide pre-marriage counselling to those seeking to be married by the Pastor.

5. Leading Outside the Church (5%)

The Pastor will:

A. Devote time to personal spiritual, mental and physical development and well-being through devotional time, study and exercise. The Pastor may schedule two weekends off over and above regular vacation time. Whenever the Pastor is away, the Board should be made aware of the absence, and the Pastor must ensure competent leadership and ministry for all services.
B. Represent Queensway Free Methodist Church at organizations such as the Niagara Falls ministerial.

C. Represent the ministries of the Free Methodist Church in Canada to the congregation.
D. Attend denominational network meetings, retreats and conferences.

Note: Standards of performance will be established and reviewed between the Pastor and the Delegate as part of performance reviews.

Note: The percentages in this Job Description are guidelines reflecting the broad strokes of a ministry year. We recognize the need for flexibility in the Pastor's use of time as the needs/emphases are not the same from week to week.

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** **ON** **Report Year** **2024**

Pastor [redacted]

Network Leader

Church Statistics

Weekend Attendance	**40**	AvgAttendancePandamicMonths:	**0**
Homes in Directory	**33**	SundayServiceTypes:	**Combination of both**
No of SmallGroups	**5**		
Adult conversion	**0**		
Child conversion	**0**		
Adult Membership	**30**		
Operating Budget	**109,688**		
Global Ministry	**3,569**		
Church Development	**0**		

Ministry And Church Development:

Regarding Life plan our church is **2. Is considering LifePlan**

NCD Average **0**

Last NCD Date

Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **No**

Please list all licensed Lay Ministers :

n/a

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions	None
Potential Pastor or CP	none
Lifeplan	No
Notes	
Delegates	[redacted]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** **ON** **Report Year** **2024**

Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Enagement:

ICCM Enagement:

Story-Self:

Story-Church:

Story-Community:

Local Church Annual Report

The Free Methodist Church In Canada

Church Name **Queensway Free Methodist Church** **ON** **Report Year** **2023**

Pastor [redacted]

Network Leader

Church Statistics

Weekend Attendance	**35**	AvgAttendancePandamicMonths:	**0**
Homes in Directory	**33**	SundayServiceTypes:	**Combination of both**
No of SmallGroups	**5**		
Adult conversion	**1**		
Child conversion	**0**		
Adult Membership	**30**		
Operating Budget	**104,228**		
Global Ministry	**8,283**		
Church Development	**0**		

Ministry And Church Development:

Regarding Life plan our church is **3. Started LifePlan this year**

NCD Average **0**

Last NCD Date

Another Health Survey

Personnel:

Is the lead Pastor bi-vocational? **No**

Has any member of the pastoral staff taken a sabbatical this year? **No**

If yes: Name and start and end dates of sabbatical?

Has the Form 5 [delegate's report from the PA for all pastors serving under conference appointment] been filed with the Director of Personnel office this year? **Yes**

Have all ordained and commissioned ministers (optional for retired) completed at least one Continuing Education Unit (CEU) for this year? **Yes**

Have the CEUs been documented and filed with the Director of Personnel office for this year? **Yes**

Please list all licensed Lay Ministers :

N/A

Does your church have a "Child protection policy" in place? **Yes**

Ministry Recruitment referrals:

Short Term Missions N/A

Potential Pastor or CP N/A

Lifeplan N/A

Notes

Delegates [redacted]

Local Church Annual Report

The Free Methodist Church In Canada

Church Name	Queensway Free Methodist Church	ON	Report Year	2023

[redacted]

Missions/ Intercultural Engagement:

Missions Budget for next year

International Engagement:

Local Enagement:

ICCM Enagement:

Story-Self:

Story-Church:

Story-Community: