



Westport Free Methodist Church - Lead Pastor

About the Role

The Lead Pastor will provide gospel-centred leadership that cultivates a Christ-centred, biblically grounded, prayerful, healing, and restorative church community. This role champions hospitality and authenticity, invests deeply in the next generation, strengthens local outreach through strategic partnerships, and equips believers to live on mission in everyday life.

Reports to

Board (as defined by church governance)

Classification

Full-time (40hrs/wk), salaried with benefits (\$60,000 - \$85,000/yr commensurate with experience)

Key Responsibilities

1) Cultivate a Christ-centred community

- Ensure worship, preaching, and prayer are rooted in Scripture and attentive to the Holy Spirit, providing opportunities for people to encounter Jesus.
- Establish rhythms of corporate prayer, fasting, and seasonal retreats; nurture a culture of intercession and discernment.
- Shape pastoral care systems that promote healing and restoration (visitation, counseling triage, prayer ministry, reconciliation processes, benevolence).
- Curate Christ-centred small groups, courses, and formation pathways that integrate Bible engagement, prayer practices, and spiritual growth.

2) Equip and develop people for ministry and mission

- Identify, mentor, and deploy Lay Pastors, volunteers and other ministry leaders; provide training in evangelism, discipleship, spiritual gifts, and servant leadership.
- Coordinate and lead regular meetings of Lay Ministers, Teaching Team, and Ministry Leaders on at least a bi-annual basis.
- Create clear pathways to serve inside and outside the church; celebrate and evaluate ministry fruitfulness.
- Coach Lay Pastors, and Ministry Leaders with regular goal-setting, feedback, and spiritual care.



3) Invest in the next generation

- Prioritize children, youth, and family discipleship by recruiting, training, and resourcing Lay Pastors, volunteer leaders, and staff.
- Collaborate with families to support faith at home (parent equipping, milestone celebrations, intergenerational worship moments).
- Champion safe church policies, training, and environments; align curriculum and events with the church's discipleship pathway.

4) Strengthen community outreach and partnerships

- Lead the church to discern and respond to local needs; expand outreach initiatives that are relational, consistent, and dignifying.
- Build partnerships with local churches, schools, community organizations, and service providers to increase shared impact.
- Encourage congregational participation in mercy, justice, evangelism, and compassionate service; tell inspiring stories of positive impact.

5) Foster a welcoming and authentic church culture

- Model relational, humble, and approachable leadership; be present in the lobby, at events, and in everyday church life.
- Design and oversee newcomer pathways (greeting, follow-up, membership/partnership, baptism preparation) that are caring and accessible to all people.
- Ensure Sunday gatherings and ministries reflect hospitality, cultural sensitivity, accessibility, and clear next steps for engagement.

Preaching, Worship, and Pastoral Care

- Preach biblically faithful, Christ-exalting, and culturally engaged sermons with practical application.
- Plan services with worship leaders to align music, Scripture, prayer, and ordinances (baptism, Communion) to the sermon's theme.
- Provide spiritual support and instruction to the Pastoral Care Team, and individual pastoral counseling and crisis care, as necessary; refer to qualified professionals when appropriate.
- Officiate weddings, funerals, child dedications, and other pastoral rites.

Leadership and Administration

- Collaborate with Board and Lay Pastors on vision, strategy, and annual ministry plans that reflect the church's priorities.
- Ensure ministry budgets are aligned to mission; steward resources with transparency and accountability.
- Uphold healthy governance, communication, and reporting; cultivate a safe, compliant, and joy-filled ministry environment.
- Keep denominational leadership informed of the status or leadership and transitional matters and consult with them as needed. Ensure required reports are sent to FMCiC, as required.



Qualifications

- A passionate, clear and growing relationship with the Triune God; a life marked by prayer, integrity, humility, teachability and a longing to care and share with others
- Agreement with the church's statement of faith, vision, and values.
- Formal theological/biblical training (degree or equivalent experience preferred).
- Proven experience in preaching/teaching, pastoral care, leadership development, and community engagement.
- Demonstrated skill in building diverse, welcoming communities; commitment to child and youth discipleship.
- Strong interpersonal, organizational, and communication skills; ability to lead teams and volunteers.
- Commitment to safe church practices and collaboration across ministries and partner organizations.
- Support and adhere to the FMCiC's Articles of Religion.
- Has been or is capable of being approved by FMCiC leadership as one qualified for this ministry role.
- Ordained in the FMCiC, or with the requisite education, experience and character required for ordination (or tracking toward ordination within a reasonable period of time).
- Experience leading a church of 100 or more an asset
- Possess a valid driver's license and have access to a vehicle for travel.

Competencies and Rhythms

- Biblical fidelity and theological discernment.
- Prayerful dependence and spiritual formation.
- Hospitality, cultural humility, and peacemaking.
- Shepherding presence with healthy boundaries and referrals.
- Team building, coaching, and conflict resolution.
- Missional imagination, outreach strategy, and partnership building.
- Systems thinking: clear pathways, metrics, and follow-through.

Success Indicators (12–18 months)

- Increased participation in prayer, small groups, and formation pathways; regular testimonies of encountering Jesus.
- Consistent newcomer engagement and a clear assimilation pathway; stronger sense of welcome and belonging.
- Expanded children/youth participation and volunteer base; implemented safe church training and policies.
- Measurable community impact through sustained initiatives and partnerships; stories of transformed lives.
- More congregants equipped and serving in ministry and mission; emerging leaders identified and developed.
- Prepare, in collaboration with the Board a Ministry strategy based on the church's Vision statement.
- Collaborate with the Pastoral Committee in the preparation of a scorecard for discussion bi-annually.

How to Apply

- Submit a resume, a brief statement of faith, a ministry philosophy aligned to the five priorities, and two recent sermon links.
- Provide three references (at least one supervisor/Board member, one peer, and one congregant/volunteer).

CHURCH PROFILE 2026

WESTPORT FREE METHODIST CHURCH



WE ARE FAITHFULLY AND PRAYERFULLY DEVOTED TO BUILDING GOD'S KINGDOM BY RAISING GENERATIONS OF DISCIPLES WHO REFLECT HIS LOVE AND HIS TRUTH, SO THAT LIVES ARE TRANSFORMED, FAMILIES FLOURISH, AND OUR COMMUNITY COMES TO KNOW JESUS.

85 Bedford Street

Westport, Ontario, K0G 1X0

613-273-2141

westportfmc@gmail.com

Transition Team Contact: Jeff King, jeff.king@egis-group.com, (613) 229-2882

SEND RESUME TO:

Lorilee Bishop

Administrative Assistant to the Director of Church Health

Free Methodist Church in Canada

Lorilee.bishop@fmcic.ca





TABLE OF CONTENTS

Church Story	02
Our Vision	03
About Our Congregation	04
About Westport and Greater Community	07
Church Statistics	08
Church Facility	09
Church Leadership and Ministry Structure	10

OUR CHURCH STORY

>>> OUR BEGINNING

The Westport Free Methodist Church was organized in 1895, and the church building at the corner of Spring and George Streets in Westport was built in 1898. Attendance varied greatly in the early years, but by the late 1980's a larger space was needed. A new church was constructed at 85 Bedford St, opening in 1990.



Today, Westport Free Methodist Church stands at an exciting point in its journey. Rooted in a strong history of faith and community, we continue to grow in both numbers and spiritual depth. As we look to the future, we remain committed to being a welcoming and Christ-centred church that nurtures discipleship, fosters authentic relationships, and serves our community with love and purpose. We are prayerfully seeking God's guidance as we move forward, trusting Him to lead us into the next season of ministry and mission.



OUR VISION



We are faithfully and prayerfully devoted to building God's Kingdom by raising generations of disciples who reflect His love and His truth, so that lives are transformed, families flourish, and our community comes to know Jesus.

OUR CONGREGATION

- Our congregation is made up of all age groups, with noticeable growth in young families in recent years.
- We value genuine, non-performative worship and are blessed with a talented six-member Worship Team that leads our music each Sunday.
- Our Teaching Team prays and plans together to bring challenging Bible-based sermons.
- Our church is welcoming and family-friendly, where visitors and members feel at home.
- We are supported by a strong base of volunteers. Currently, the Board is investigating what additional paid staff may need to be hired to work alongside the pastor and other ministry leaders.
- Our children's ministry serves approximately 30-40 children each Sunday, including a full and active nursery.



OUR CONGREGATION



- Several weekly groups meet regularly, including youth gatherings, Bible studies, and women's and men's ministries.
- Prayer is a core part of our church life, supported by active prayer groups meeting throughout the week.
- A Congregational Care Team works closely with the Lead Pastor to care for the special needs of the congregation and members of the community.
- We value hospitality and prioritize building meaningful relationships within our congregation.
- Our church seeks creative ways to serve and bless our local community, For example, the church operates New Life Thrift store in the village to provide affordable shopping options, and directs profits toward community needs.
- We have embraced technology for communications and administrative efficiencies and broadcast our Sunday services live on Youtube.

WESTPORT AND GREATER COMMUNITY

OUR CHURCH IN OUR COMMUNITY

The Free Methodist Church is one of six churches located in the Village of Westport. Westport, a small municipality surrounded by the larger Township of Rideau Lakes, serves as a hub for the surrounding rural communities and seasonal visitors. Many of our regular congregants live outside the village and commute from nearby villages like Elgin, Newboro, Maberly and others. Our church property is surrounded by lands being developed as a multi-phase subdivision.

Our attendance often fluctuates throughout the year due to the number of semi-frequent visitors who join us while vacationing or staying at their cottages.



WESTPORT AND GREATER COMMUNITY

- Westport has a population of approximately 700, with an average age of 54. The surrounding Township of Rideau Lakes has a population of 10,883, with an average age of 49.
- Westport welcomes thousands of visitors each year who come to enjoy its natural beauty, boutique shopping, and lively local events. The village is rich in history and forms part of the historic Rideau Canal waterway, drawing visitors by boat throughout the summer months.
- Serving as a hub for essential amenities and community gatherings, Westport plays a central role for residents of the greater area. Over the years, its festivals and events have grown in size and popularity, helping to build strong community connections within this close-knit village.
- Westport is a welcoming community that embraces both tourists and newcomers. Increasingly, Westport and the Rideau Lakes area are attracting young families, drawn by quality schools, recreational opportunities, children's programming, and an excellent quality of life.
- At the same time, many retirees have chosen to make Westport their home, attracted by its walkability, active seniors' groups, and peaceful pace of life.
- The village is conveniently located within easy reach of two larger cities, Kingston (40 minute commute) and Ottawa (90 minute commute), and has access to two regional hospitals within a 35 minute drive.
- Westport has a public elementary school serving grades JK to grade 6, and a Catholic school serving JK to grade 8. There is a public secondary school in nearby Elgin, and a Catholic High School in Perth.

CHURCH STATISTICS

Number of Homes in Directory/Contact List: 71

Number of email subscribers: 176

Membership: 76 (2025)

Average attendance for morning worship: 140

Average attendance for monthly evening worship: 20

New members in the last five years: 24

Average YouTube Views: 9 live and 55 replays

Average Senior Youth Ministry Attendance: 6

Children's Sunday School Attendance: 30-40

Demographic Diversity: Predominantly mono-cultural

SPIRITUAL HEALTH & GROWTH

We ran an Alpha course in the spring of 2025 during which three people gave their hearts to Jesus.

There were at least 20 baptisms in the last five years.



CHURCH FACILITY



Our current building was constructed in 1990 on a three acre property. There is no mortgage.

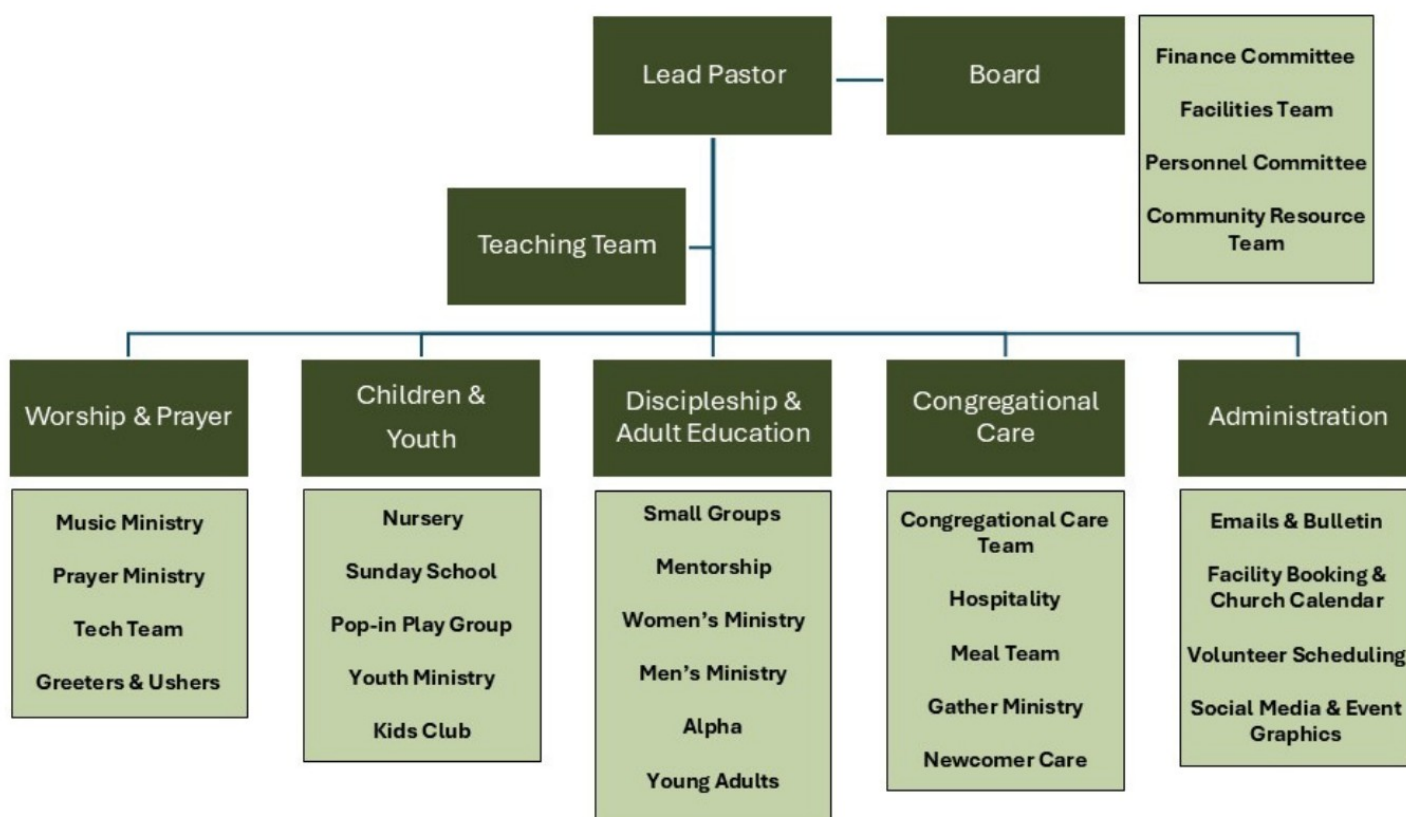
The sanctuary seats 180 with the current pews. Plans are in place to replace these with moveable/stackable chairs in the next few months so that the space can also be used for fellowship events.

On the main level there is also a Pastor's Study, entrance foyer, and washroom.

The lower level fellowship hall is currently being renovated to provide more functional rooms for Sunday School classes as the number of children participating is increasing and continued growth is anticipated. When it is completed there will be classrooms for 2-3 year olds, 4-5 year olds, grades 1-2, and grades 3-6. Two of the larger rooms will be divided by a retractable wall so they can be used as a larger space, seating approximately 60 people. Other rooms on this level include a storage room, nursery room, Kitchen, and three washrooms.

Architectural plans have been prepared for a future expansion of the church building.

CHURCH LEADERSHIP AND MINISTRY STRUCTURE





THE FREE METHODIST CHURCH IN CANADA

2026 Church Annual Report

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:

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

Section 1: General Church Information

1.1 Church Name: **Westport Free Methodist Church, Westport, ON**

1.2 Church Information:

- Church Mailing Address: **PO Box 105, Westport, ON K0G 1X0**
- Meeting Location: **85 Bedford St, Westport, ON**
- Church Phone number: **6132732141**
- Church Email: **westportfmc@gmail.com**
- Church Website: **westportfmc.com**

1.3 Check the appropriate Church Status:

☒ Transition ☐ Church Plant ☐ Society ☐ Affiliate (check all that apply)

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

- Lead Pastor(s): **In transition** email(s):
- Board Chair: email:
- Lead Delegate: email:
- Reserve Delegate: email:



Section 2: Church Membership & Attendance

- 2.1 Number of Homes in Directory/Contact List: 67
- 2.2 Total Church Membership 76
- Adult Membership: 76
 - 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): 125
- 2.4 Average Worship Attendance (Virtual): 9
- 2.5 Average Youth Ministry Attendance: 6
- 2.6 Children's Ministry Attendance: 26
- 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 setting):
- 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): **1**

- Adult (30-65+):
- Young Adult (18-30): **1**
- Youth (age 12-17):
- Children (3-11):
- Infant:

Infant Dedications:

Adult renewal of baptismal vows:

3.3 Total Conversions (Past Year): **3**

- Adults: **3**
- Children/
Youth/ Young
Adults:

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

We ran the Alpha course in spring 2025 through which we had 3 people give their hearts to Jesus



Section 4: Community Engagement & Mission

4.1 ICCM Projects Supported:

Childcare ICCM

4.2 Global Engagement (*outside Canada*)

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

FMCiC, Building project support in Ghana

- *Short-Term Mission Participation* (not ICCM or FMCiC):
(List name, website, and country of partnering organizations if not ICCM or FMCiC)

4.3 Local Missions Engagement (*inside Canada*)

- Intercultural Missions (Refugees, Newcomers, Indigenous, etc.):

- Local Outreach Projects or Partnerships:

Local cemetery, foodbank, thrift store, love in action community support

4.4 Biggest Outreach Challenge or celebration (optional):



Section 5: Financial & Administrative Snapshot

(This section to be completed by the Church Treasurer)

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

5.1 Treasurer- Name [REDACTED] cell: [REDACTED] email: [REDACTED]

Please confirm this contact information has been updated with CRA: ☒ YES ☐ NO

5.2 PREVIOUS YEAR'S ACTUAL OPERATING INCOME/BUDGET:

- Church Donation Income: \$ 267,123.53
- Church Expenses: \$ 246638.28

5.3 OTHER INCOME:

- Capital Funds Revenue: \$ 0
- Ancillary Income: \$ [REDACTED]
- Rental Income: \$ [REDACTED]
- Bequest Revenue: \$ [REDACTED]
- Other: [REDACTED] \$ 30,315.10

5.4 CHURCH GENEROSITY BEYOND FMCIC
Global and Local Outreach beyond FMCIC Missions \$ 22,970.84

5.5 TOTAL CHURCH INDEBTEDNESS
Please list the sum total of debts your church owes \$ 0

5.6 OVERALL FINANCIAL HEALTH:

- ☒ Healthy and stable
☐ Managing but tight
☐ Struggling financially

5.7 COMMENTS ON FINANCIAL INFORMATION:

[REDACTED]



Section 6: Ministry & Leadership Development

6.1 Licensed Lay Ministers (name and email):

[Redacted]

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

n/a

6.3 Leadership Development:

Our Church has intentional systems to identify, recruit, and equip new leaders
(Rate 1: being low–5: being high) 3

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

[Redacted]

6.5 Comments on Pastor's Network:

[Redacted]

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

Actively engaged and contributes positively

6.7 Comments on Regional Coach:

Our regional coach Craig Peters has been actively involved during our transition period

6.8 Performance Appraisals

- Has your Official Board/Delegate conducted a Performance Appraisal for all appointed pastors in the previous year? No
- Has the Delegate's Performance Appraisal Report (form 5) been submitted to the Ministerial Formation Office this year? No
- Do you need help with any of the above? 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.)

We are currently in transition and have good support with our regional coach and transitional pastor

7.2 Would you like to receive a brief “Church Health Snapshot” summarizing your report and offering tailored next steps? No

Thank you for completing your Annual Report.

7.3 **Next Steps and Follow-up**

Once your report has been received and reviewed:

Your Regional Church Health Coach will be your primary contact for follow-up. They will connect with you to:

- Reflect on key insights from your report
- Celebrate areas of growth
- Explore next steps or areas where additional support may be helpful
- If your responses indicate a need for input from another ministry area (e.g., Stewardship, Ministerial Formation, or Missions), your Coach will help identify and coordinate those next steps.

In the meantime, if there are particular challenges, opportunities, or ministry themes you'd like to discuss, please share them with us. We are committed to walking alongside you toward greater health, fruitfulness, and joy in ministry.