

**Job Description:**

Associate Pastor for Youth and Family Ministry

**General Description:**

West Vancouver Baptist Church (WVBC) is an intergenerational, multi-cultural congregation on the North Shore of Vancouver BC, with significant potential for ongoing growth and community impact. We are seeking a full-time, mature person with proven leadership ability who will serve in a team with the Lead Pastor, church staff and lay leaders to equip the congregation for the ministry of the Gospel according to Jesus Christ. Key areas of leadership and ministry engagement include, but are not limited to, youth, young adults, and family.

**Foundational Requirements:**

A person of deep faith and experience as a disciple of Jesus Christ; clarity of orthodox Biblical convictions; is in accord with general Baptist tenets (Canadian Baptists of Western Canada); is passionate about the ministry and mission of God through the local church; has a demonstration of strong relational abilities; is comfortable with and sensitive to our multicultural context; is committed to live a moral, exemplary life style in keeping with the Christian faith; is practicing a disciplined and balanced life that includes a healthy family life, diligent and consistent work habits, and a desire to grow spiritually through prayer, study and personal development.

**Competency/skill set priorities:**

- A relational leader who believes strongly in the value of team. A leader who is teachable and who can enable others to become an effective team through the use of their gifts and abilities.
- A passion to see others develop in their leadership abilities and gifts. This will require articulating vision to motivate others to participate, equip, train and empower.
- An ability to relate authentically with seekers and the unchurched.
- An ability to envision, develop, implement and evaluate plans, structures and programs.
- An ability to mentor people in spiritual formation and personal maturity as well as facilitating mentoring relationships within the church community.
- Effective oral and written communication skills. Ability to prepare material for teaching and preaching that is Biblically based and relevant to people's lives.
- An ability to use existing IT media (such as e-mail, Facebook, blogs, PowerPoint) for effective communication.

**Ministry/task focus:**

The associate pastor will serve in a team ministry with the lead pastor, church staff and church council in the overall pastoral leadership of WVBC. A strong collegial relationship is envisioned through regular, weekly communication and coordination so that the overall needs of the church will be discerned and strategies developed. While there are key areas of responsibility as outlined below, a broad engagement with the overall mission and vision of the church needs to be embraced. The normative expectation will be to participate in weekly staff meetings, attend Council meetings when invited, and to preach as required. The associate pastor reports to the lead pastor.

**Key Areas:**

**A. Youth Ministry**

- Develop a pastoral and personal relationship with the young people (high school students from grades 8 to 12), giving attention to those who are not yet integrated into the life of the local church.
- Give leadership in a team with the lay leaders of the Youth Ministry Team (YMT).
- Discern, with the YMT, where the youth ministry needs to be developed and give leadership to evaluation, goal setting and strategic development.
- Develop ways of connecting with parents and encouraging them to be full partners in the spiritual development of their young people.
- Develop and nurture the growth of TGIF (Teens Growing in Faith) into a viable and effective outreach to young people.

- Organize and coordinate field trips, retreats, short-term missions and summer camps.

#### **B. Young Adults**

- Establish a ministry that comes alongside, supports and develops young adults (college, university and early careers).
- Develop and nurture the growth of YADA (young adults fellowship group) into a viable and effective outreach to young adults.
- Develop outreach initiatives to college and university students living on the north shore (such as Capilano University, BCIT, Douglas College, Simon Fraser University, University of British Columbia).
- Develop and nurture a network of relationships that focuses on making disciples who have a sense of belonging to WVBC.

#### **C. Family Ministry**

- It is a ministry that seeks to partner with parents as the prime faith nurturers of their children. A team will need to be developed and nurtured to grow this ministry.
- As new families come to our church there would be a responsibility for early connection and assimilation into our congregational life.
- Develop and nurture intentional mentoring relationships between adults and young people.
- Organize and promote intergenerational activities that will bring families together.

#### **D. Children's Ministry**

- Work in partnership with our pastor for children's ministry and staff leaders to give support and oversight to the ongoing development of this ministry that ranges from kindergarten to grade 9.
- Collaborate with our pastor for children's ministry in ensuring positive transitions for the young people as they grow up.

#### **Experience/ Education:**

- Proven ministry and leadership experience (minimum 5 years)
- Experience with family ministry, including youth and young adults, would be an asset.
- Theological Education (Master of Divinity preferred). However, experience and proven ministry effectiveness will weigh heavily in the selection process.
- Regardless of education level obtained, the candidate must have a desire for continuing education and personal development.

#### **Contact Info:**

Interested candidates should submit their applications and current CVs to:

Search Committee (PYFM)  
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