



Ministry Opportunity

Full-Time Associate Pastor

1) Overview

Banwell Community Church (BCC) is prayerfully seeking a Full-Time Associate Pastor who will work alongside the Lead Pastor and church leadership in advancing the mission and vision of our church. Our mission is simply to fulfill the Great Commission given by Jesus in Matthew 28, and our vision is to see all people growing to maturity in Christ.

BCC is a medium-sized church with over 200 active members, 200 adherents, and an average Sunday attendance between 275 and 300. BCC is a theologically conservative and evangelical Baptist church, affiliated with the Canadian Baptists of Ontario and Quebec (CBOQ).

Located along the booming Banwell Road corridor, our church building is in a prime location to see future growth. As the community has grown, so have our facilities (with completion of a 10,000 sq.ft. Community Outreach Centre, set to open by the end of 2024). This expansion will add a gymnasium, kitchen, and ministry program space to facilitate further ministry in our growing community.

The Associate Pastor role will have a primary focus on Family Ministries and a flexible secondary focus on another area of need in our ministry (Section 3b). The successful candidate will operate under the primary supervision of the Lead Pastor and will provide regular reports to various church committees.

2) Qualities of an Ideal Candidate

Our church is seeking a candidate who possesses the following qualities:

- Exemplifies a life of Christian maturity, spiritual fruit, and the qualities of a pastoral leader (as described in 1 Timothy 3:1-7).
- Has a clear sense of calling into vocational pastoral ministry.
- Has a humble, teachable spirit that is responsive and open to constructive feedback.
- Able to preach and teach Scripture effectively, communicating with large and small groups of various ages.
- A self-starter, showing initiative in identifying needs and developing strategies.
- Able to recruit, organize, develop, and communicate with leaders and ministry teams.
- Open to new opportunities and adaptable to the changing needs of church ministry.
- An aptitude to organize systems, work with technology, plan, budget, and manage events / projects.

3) Responsibilities

a) Primary: The primary responsibilities of this role will focus on Family Ministries and working alongside the Lead Pastor in the spiritual leadership of the church:

- Oversee Family Ministries in building a discipleship culture among Children, Youth, Young Adults, Parents, and Leaders.
- Encourage and equip parents in their role as primary disciplers of their children.
- Provide key leadership with weekly Youth and Young Adults ministries (with the goal of developing disciples and supporting growth).
- Work directly with the Christian Growth & Nurture Committee to shape our Family Ministry and support our Children's Ministry.
- Recruit and develop leaders and volunteers.
- Work to integrate Children, Youth, and Young Adults into the full life of the church body, and advocate for inter-generational worship.
- Maximize the use of our Community Outreach Centre in spearheading ministry programming and events for young people and their families within our church and greater community.
- Meet weekly with Lead Pastor and Staff and attend monthly committee meetings.
- Support and work alongside the Lead Pastor in preaching, leadership, ministry visioning, pastoral care, and worship service responsibilities.

b) Secondary: We are seeking a candidate who will also be a key support in at least **one** of the following areas of need:

- **Worship Ministry:** Providing leadership, coordination, and development with our worship teams, enhancing our weekly worship gatherings.
- **Small Group Discipleship Ministry:** Providing leadership, training, and support with our small groups discipleship ministry (to expand and develop more groups).
- **Online Outreach Ministry:** Developing our church presence and online outreach with web, video production, and social media platforms to reach our greater community.
- **Biblical Counselling Ministry:** Training and experience in biblical counselling with youth and families.

4) Qualifications

The ideal candidate will possess, at minimum:

- A degree from a Bible College or Seminary in Canada or the United States
- Three years of youth ministry or family ministry leadership
- Three references (pastor, friend, family member) affirming the candidate's Christian character and suitability for pastoral ministry
- Agreement with our core documents (Church Covenant, Constitution, Statement of Faith, Conduct & Lifestyle Policy), located at www.banwellchurch.org/policies
- Accreditation with the CBOQ, or willing to enter the accreditation process upon starting

5) Compensation

Banwell Community Church provides a very competitive compensation package for its employees. BCC utilizes the CBOQ's Compensation Development Tool (provided online at <https://baptist.ca/wp-content/uploads/2022/10/2023-Compensation-Development-Tool-Section-2.xlsx>) when preparing its compensation packages, but final compensation is typically higher than the CBOQ's calculator output. Annual paid vacation time is four weeks, plus one week of study leave for professional development. Group benefits and pension plan (6% matched) are also included in the package through Canadian Baptist Benefits. A ministry expense, mileage, and professional development budget is also provided for this role.

6) How to Apply

This ministry opportunity will be active until a candidate is selected for the role. Please address your cover letter and resume to Garry Billings (Banwell Community Church Search Committee Chair) at: opportunities@banwellchurch.org.