



# CALVARY

BAPTIST CHURCH

## YOUTH & WORSHIP PASTOR (FULL-TIME)

THE CALL	
	We seek a passionate disciple of Christ whose desire is to see youth meet Jesus and grow in their faith and whose talents can lead our congregation in meaningful worship through music. In this newly-created position, fine-tuned to meet your unique abilities and gifts, you will have opportunity for mentorship under a lead pastor highly experienced in this dual role. Your strengths will complement an existing Christian community of devoted youth and worship leaders.
THE COMMUNITY	
	<p>Our vision is to be a Christ-centered, cross-cultural, and inter-generational community, called to model unity and to live prayerfully, generously and redemptively in a broken world. We exist to glorify God by bringing people into a living knowledge of the indwelling life of Christ based on our Core Values: <i>Worship, Community, Discipleship, Prayer and Generosity</i>.</p> <p>We are a vibrant, dynamic community of believers (approx. 180) who live and work in the Tri-Cities - a growing suburb of Vancouver. Our building is located in a residential community with a large youth population, directly adjacent to an elementary school and two blocks from a high school and busy community recreation centre.</p> <p>Calvary has an energetic staff team who are passionate about Christ, ministry and our church who lead our congregation along with a multigenerational Elders Council of men and women who serve with heartfelt integrity.</p> <p>We are a part of the British Columbia Baptist Conference (<a href="http://bcbc.ca">bcbc.ca</a>) and the Baptist General Conference of Canada (<a href="http://bgc.ca">bgc.ca</a>).</p>
THE QUALIFICATIONS	
<b>Character</b>	Life should demonstrate and aspire to qualities expressed in Galatians 5:22-26; 1 Timothy 3:1-7; Titus 1:5-9; and 1 Peter 5:1-4
<b>Theology</b>	Must agree with the BGC Statements of Faith and Pastoral Ethics ( <a href="https://www.bgc.ca/what-we-believe">https://www.bgc.ca/what-we-believe</a> )
<b>Education</b>	A ministry related Bachelor's Degree from an accredited College or University or documented related training in youth ministry and music
<b>Accreditation</b>	Holds credentials, or willing to be credentialed, with the Baptist General Conference
<b>Required Pastoral Skills &amp; Experience</b>	<p>Ability to:</p> <ul style="list-style-type: none"> <li>Effectively teach scripture to and create a safe and welcoming ministry for students (ages 11-18)</li> <li>Motivate and inspire people to worship God through a variety of means, including contemporary music and traditional hymns</li> <li>Communicate effectively in one-on-one and one-to-many situations and through media</li> <li>Demonstrate pastoral care and create a welcoming environment</li> <li>Manage multiple priorities, think strategically and problem-solve</li> </ul> <ul style="list-style-type: none"> <li>Awareness of and ability to work in Canadian culture and cross-culturally</li> <li>Team player with strong people skills</li> <li>Self-starter, with the ability to work independently, to set and meet goals</li> <li>An overall positive attitude with a servant heart</li> <li>A welcoming spirit and heart for all youth including unchurched in the broader community</li> </ul>
<b>Preferred Skills &amp; Experience</b>	<ul style="list-style-type: none"> <li>Previous pastoral/church leadership experience, preferably having served as a leader.</li> <li>Musical instrument and/or vocal skills</li> </ul>

## THE RESPONSIBILITY

<b>Youth Ministry</b>	<p>Lead the church in making heartfelt disciples of Christ, primarily focused on the age group of 11-18</p> <ul style="list-style-type: none"> <li>• Coordinate and lead weekly youth night and monthly events</li> <li>• Regularly teach the Bible to the youth with conviction, compassion, and care</li> <li>• Oversee middle-school class on bi-weekly Sunday mornings</li> <li>• Connect with students for mentoring and discipleship</li> <li>• Oversee youth retreats, service projects and missions trips</li> <li>• Regularly report to the lead pastor about developments in the youth ministries</li> <li>• Partner with parents and caregivers in the work of discipling those in their care</li> <li>• Lead and train the team of volunteer youth leaders recruiting new leaders as appropriate</li> <li>• Connect with local high schools</li> <li>• Work with other church leaders to find ministry opportunities for youth in the broader church family</li> </ul>
<b>Worship Ministry</b>	<p>Lead the church's worship ministry so that it is creative, inspirational and, most of all, glorifying to God while being accessible to a range of ages and church backgrounds</p> <ul style="list-style-type: none"> <li>• Plan weekly worship services in conjunction with Lead Pastor (including special services such as Advent, Christmas Eve, Easter)</li> <li>• Lead and/or support worship teams in Sunday morning worship services</li> <li>• Schedule worship ministry volunteers for worship services and rehearsals</li> <li>• Regularly report to the lead pastor about developments in the worship ministries</li> </ul> <p>Oversee:</p> <ul style="list-style-type: none"> <li>• Sound and media teams, including live-streaming services</li> <li>• Maintenance of church instruments and production equipment</li> <li>• Recruitment and training of volunteer worship leaders, musicians and vocalists, and sound and media technicians as appropriate</li> <li>• Mentorship and discipleship of worship ministry volunteers where appropriate</li> </ul>
<b>General</b>	<ul style="list-style-type: none"> <li>• Ensure requirements of our Plan to Protect policy in both enlisting volunteers and organizing youth ministry programs</li> <li>• Develop and work within annual budgets for the youth &amp; worship ministries</li> <li>• Participate in: <ul style="list-style-type: none"> <li>• All staff meetings and retreats</li> <li>• Community life of Calvary Baptist Church (i.e. membership, activities, hospitality, visitation, etc.)</li> <li>• Pastoral duties such as weddings, funerals, baptisms, and counselling where appropriate</li> <li>• BCBC and BGC sponsored activities where appropriate</li> <li>• Interdenominational and community events where appropriate</li> </ul> </li> </ul>

## THE DETAILS

<b>Reports to</b>	Lead Pastor - Probation period of 6 months. Regular reviews with Lead Pastor.
<b>Hours</b>	40 hours per week - with evening and weekend work inclusive
<b>Compensation</b>	Annual salary of \$47,000 - \$60,000 (determined by ministry experience and education)
<b>Benefits</b>	Group benefits plan Professional Development Budget Negotiable housing allowance of \$150/month Application for 3-month sabbatical every 6 years
<b>Vacation</b>	3 weeks/year

To apply, submit a resume and cover letter describing your vision and for discipleship and worship ministry to [jobs@calvarybaptist.ca](mailto:jobs@calvarybaptist.ca)  
Applications will be processed as they are submitted with an initial assessment of candidates starting **April 30, 2024**