

## **Pilgrim Church, Vancouver, BC is searching for an: Associate Pastor Full Time**

This role will provide oversight of and leadership for:

- Worship
- Discipleship courses
- Community and Connections

Note that some roles will overlap with Lead pastor in the Community area. As the church grows these roles can be spun off into their own staff roles (PT, FT, or Volunteer led).

### **Minimum Qualifications/Theological Commitments**

- Must be a Christian (follower of Jesus with a living faith – words like “born again” and “relationship with Jesus” make sense to you) and ready to commit as a person/family covenant partner at Pilgrim Church
- Embraces a “big-tent” Evangelicalism including openness to Anabaptism and the Spirit-filled life (the Pietist background of NAB and also our Jesus Collective affiliations)
- Egalitarian (we have women on our elder board/governing board)
- Affirm the Vision, Mission, Values and Core Strategies of Pilgrim

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### **Worship Ministry**

The first responsibility is to provide leadership for worship ministry and the additional responsibilities will be based on the person's gift-mix and Pilgrim's developing needs/dreams.

### **General Position Qualifications**

- Experience with worship leading in a volunteer or other PT/FT capacity is highly desirable

### **Position Expectations/Responsibilities**

- Lead congregation in worship
  - Lead Weekend worship services
    - This person should be able to provide vocal (voice) leadership in and through a worship set.
    - Develop worship leadership skills vocally “pastoring” the church around and during worship sets.
  - Facilitate the congregation's participation in worship
  - Understand worship that is broader than music (including, but not limited to preaching/teaching time, scripture reading, prayer, testimonies, art, media, etc.)
- Work with Lead Pastor (and future staff) to plan weekend worship services
- Lead and continue to develop the worship team in a way that fosters good communication and a strong sense of community among all musicians/vocalists.
  - Lead worship team rehearsals
  - Recruit, schedule, develop and mentor servant worship team leaders
  - Recruit, schedule, develop, and mentor Servant instrumentalists, vocalists, and songwriters
- Develop an annual ministry plan and a budget for worship
- Work with PT/volunteer production lead team (over sound, video, lights).
  - PT Production team lead first reports to this role, then lead pastor.
- Work with PT Service Producer who coordinates between Lead, Production, and Assoc pastor for weekend gatherings

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### **Discipleship Track Ministry**

A typical season will involve planning courses around four-directions of peace (God, Others, Self, Creation/Matter). It will mean leading these and recruiting a few core leaders to help lead as well. Courses should be 6-8 weeks in duration. Ideally spread throughout the year, particularly around on-ramp times (Post Christmas, Post Easter, Summer, Fall). Occasionally, special study groups as well (eg. marriage course, parenting course, financial course, etc.)

- Role will work with other staff and volunteers to develop and maintain discipleship courses that do a deeper dive into character, competency and craft of following Jesus.
- The purpose is to flesh out knowledge/experience that can be applied in courses short-term, and long-term in the Home Churches and Outreach culture of the church.

- Works with Community and Connections staff as well as Lead Pastor to connect with Home Churches.
- Be able to help with weddings, funerals, etc.

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## **Connections and Community Life**

### **Role Summary**

Develop and oversee our spiritual formation as it relates to Home Churches, follow-up, assimilation, and pastoral care. A day in the life of this position could include pastoral calls to first time guests and new believers, training current and future team leads, and ensuring that Home Church Facilitators have the support and resources that they need. These are examples of the opportunities to use the qualities of innovation, strong people skills, recruiting, training volunteers, and many more to accomplish ministry goals and objectives.

### **Core Oversight**

- Home Churches
  - Be in regular contact with all home church leadership teams
  - Bridge Sunday teaching and help with Home Church questions
  - Develop HC Teams (ideally each HC has: facilitators, care coordinator, compassion/parish care)
- Connections
  - Oversee welcome teams (greeter, usher, etc) for all campuses
  - Be in charge of 1-3x guest followup
    - Guest care
    - Introduction
  - Work with Communications staff/volunteers and Lead pastor to funnel curious and new adherents into communication systems
  - Work with worship & discipleship staff/volunteers to connect into discipleship track course
- Care
  - Help coordinate pastoral care - first by linking with Home Church care-coordinators
  - Visitation for those home-bound and/or hospitalized with other staff and elders
- Be able to help with weddings, funerals, etc.

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### **Other**

- Attend staff and Worship congregational and team meetings, seeking direction from them.
- Pursue ministerial credentials with the NAB or other like-minded group
- Participate in a Home Church/Small group
- Because this is a developing salaried position this person will be expected to be flexible.
- Be able to use modern technology for varied communication and administrative purposes

### **Position Accountability**

- Write an annual report to the congregation
- Is an employee of the church whose first report is to the lead pastor (spelled out in annual "Covenant of Understanding" contract), then indirectly to Board, or in the absence of a lead pastor, the chair of board

### **Compensation**

- FT (but could be PT/broken up) Open to structuring as best fits.
- Annual contract connected with growth of church and role, experience and benefit needs.
- Initial Est ~\$48-52K, plus benefits with flexible structuring/choice (Dental, Prescription, AD&D/Basic Life, Travel Ins, Cont Ed, Tech).

**Contact:** [contact@pilgrimchurch.ca](mailto:contact@pilgrimchurch.ca) Attn: Staff Search Team

- Please include resume or CV and cover letter expressing your interest.