

Ministry Posting – Associate Pastor, Essex Gospel Community Church

The successful candidate will be committed to the mission of, *SHOW LOVE SHARE HOPE AND FIND HOME*. Essex Gospel Community Church is home to a multi-generational, increasingly diverse, spirit-led community that ministers to 250-300 people each week. You will thrive as a team member, use your natural creativity to shape disciples and have an unquenchable desire to lead the community of saints in the act of reverent worship.

Your musical gifting, with a high degree of proficiency, using vocals and multiple instruments (i.e. keyboard/piano and/or guitar) will enable you to lead worship and engage multi-generational believers. Understanding how media and technology can be used effectively for worship in a vibrant, faith filled, Christ-centered community of saints will help you reach your listeners and guide them in spirit lead praise.

The new team member will have the proven ability to build strong, long-term relationships, and support the ministry team in building a strong community presence, building a bond of trust and service-focused ministry in the Essex Community.

Your faith, convictions and passions will be a distinguishing characteristic in your daily life, and interactions with your family & friends as it would be to the community at large. In all that you do, you demonstrate that you have personally experienced salvation, have received baptism by the Holy Spirit and that you subscribe to The Statement of Fundamental and Essential Truths of The Pentecostal Assemblies of Canada.

Essex Gospel Community Church (EGCC) welcomes and encourages applications with disabilities to apply. Accommodations are available on request for candidates taking part in all aspects of the selection process. If you require a specific accommodation due to a disability or documented medical need, please contact the Board of Directors so that arrangements can be made for the appropriate accommodation. EGCC is achieving a culture and work environment that is supportive of employees with disabilities and promotes dignity, independence, integration, and equal opportunity.

JOB DESCRIPTION

Job Title: Associate Pastor
Reports to: Lead Pastor
Employment Type: Full Time
Last Revised: December 20, 2023

Required Competencies:

Discipleship ~ Relationship Building ~ Strategic Planning & Organizational Development
Musical/Instrumental Proficiency ~ Emotional Intelligence ~ Change Management
Oral, Written & Visual Communication ~ Demonstrate Credibility ~ Solution Driven
Evidence-informed Decision-making ~ Conflict Management ~ Commitment to Excellence
Dedicated to the mission of *SHOW LOVE SHARE HOPE AND FIND HOME*

Responsibilities & Duties:

Discipleship (60%)

- Develop, lead and deliver key programs to support the Discipleship Pathway.
- Support, monitor and evaluate the EGCC vision, mission and goals guiding attendees through programs and using established metrics.
- Mentor and support the progression of attendees through the Discipleship Pathway, encouraging participants towards Baptism and Membership.
- Develop strategies to connect and engage multi-generational members to actively participate in ministry and programs that address their needs and giftings.
- Recruit, coordinate, and empower volunteers for programs/events, guide them to deliver ministry programs with a community focus.
- Develop & support volunteer base to ensure they have the necessary skills to meet ministry criteria: spiritual leadership; age-appropriate relatable skills; plan to protect guidelines.
- Create and maintain an inventory of membership and volunteer gifts using methods such as the D.I.S.C. assessment or spiritual gifts survey.
- Responsible to communicate discipleship programs, performance expectations, and volunteer schedules.
- Evaluate ministry facilities used for programming: ensure safe for use, age appropriate, inviting, and conducive to successfully engage program participants and build relationships.
- Create, review and recommend curriculum to help members grow in their individual discipleship pathway.
- Coordinate the registration process, organize groups, source and distribute materials for discipleship programs.
- Create surveys and program evaluations, analyze and present recommendations for program improvement.
- Support the Keeper Ministry (guest and newcomers) volunteers
- Provide backup support to the Lead Pastor by preaching at Sunday gatherings, funerals and weddings as agreed upon with the Lead Pastor.

Worship (40%)

- Lead the musical worship program, cultivate and mentor volunteer musicians and vocalist, perform worship during gatherings.
- Assist Lead Pastor to develop thematic approach to Sunday gatherings.
- Create and implement strategies to recruit, develop, and retain worship volunteers.
- Organize music and program details for a fluid “order of service” for special events and gatherings.
- Lead practices to prepare for Sunday gatherings and other special services.
- Organize and prepare music for presentations and events (Christmas Eve, Worship and Prayer nights).
- Develop new strategies to continually engage worshipers using media and technology.
- Work with the Media Production/Ministry Support Coordinator and Volunteers to provide assistance for media production and technology.
- Offer support to the Ministry Support and/or Media Production Coordinator and Administrative Assistant staff members.
- Maintain Planning Center church database.
- Support, recruit & train volunteers in church policy, Plan to Protect, and ensure Police Checks are complete as required.
- Develop and maintain job descriptions for volunteer positions.
- Organize and implement volunteer appreciation and recognition events.
- Provide information and assist in the development of annual budgets relating discipleship, worship and media/technology ministry programs to ensure current and future needs are met.
- Accountable to monitor and ensure compliance of approved budget guidelines as it relates to spiritual development, worship, technology & licensing expenses.
- Ensure EGCC policies are adhered to and guidelines are implemented throughout all family ministry programs and events. (i.e., Plan to Protect, Health and Safety, etc.)
- Communicate any issues or concerns directly with the Lead Pastor.
- Other duties as assigned.

Education & Credentials:

- Valid PAOC credentials or provided substantiation indicating actively pursuing is mandatory.
- Bible College Degree or Diploma in Theological or Pastoral Studies or similar years of experience is mandatory.
- Minimum three years’ experience in leading worship in a multi-generational setting is mandatory.
- Minimum three years’ experience in discipleship ministry is mandatory. Formal Training, Degree/Diploma/Certificate in music is preferred.
- Proven Musical ability using vocals and proficiency in piano, keyboard or guitar is mandatory.
- Valid G driver’s license.
- Legally able to work in Canada.

Compensation and Benefits:

- Annual Salary Range \$55,000 to 65,000
- Medical Benefits
- RRSP, DPSP match
- 3 paid weeks' vacation per year
- Tenure Bonus
- Housing Loan Provision