Saanich
Baptist Church

Youth Pastor

CATEGORY:	Ministry Pastor	**START DATE:**	2026
REPORTS TO:	Lead Pastor	**LOCATION:**	Wilkinson Road

Overview:
Saanich Baptist Church (SBC) has had significant ministry in Greater Victoria for many years. With a passion to serve our communities with faith, hope and love, the church exists to encourage believers to live as disciples of Jesus who are surrendered to His grace and truth in all of life, for all of life. SBC is committed to ongoing transformation within our communities, beginning first and foremost with ourselves.

The church has a full range of ministries, and a great staff team. Plans are being implemented with an expectation of growth. Vital to this growth is a focused effort on reaching and equipping students (grade 6-12) to live as disciples of Jesus, finding their identity, purpose and belonging in God's design.

SBC's Wilkinson Road Campus currently has a mid-week youth ministry program that sees approximately 25 students per week ranging from grade 6 to 12. The program is led by a small team of volunteers and staff. In addition, a middle school class is hosted bi-weekly during the Sunday morning service.

We are looking for a Youth Pastor/Director who will passionately fulfill the mission, vision and values of SBC within the context of youth ministry, leading students and volunteers.

Qualifications

- Loves Jesus, the Church, and the gospel.
- Demonstrates the spiritual maturity and pastoral calling.
- Affinity for high school and middle school students with a passion for discipleship.
- Has a proven track record in ministry, discipleship, evangelism, and leadership development.
- Alignment with and commitment to the leadership, vision, mission and doctrine of SBC.
- Humble and submissive, with a desire to continually improve, while helping build a healthy ministry environment.
- Works well in a team environment and independently with limited supervision.
- Lives a life of integrity and spiritual growth as a witness to the community and model to the church.
- Deep awareness of God's grace that is displayed in a confident humility that shapes all relationships.
- Enjoys working alongside and following direction from other leaders.
- Willing to be coached by other team members including Lead Pastor

Competencies

- Discretion, perseverance, patience and sense of humor; team spirit and genuine caring.
- Affinity for Sr. High and Jr. High students with a passion for discpleship.
- Ability to handle sensitive issues, maintain confidentiality and trust regarding church and member information.
- Ability to work with and maintain positive, loyal relationships with others in and outside of the church.
- Ability to understand current cultural trends, and the ability to contextualize the gospel within that culture.
- Ability to relate to various generations, understanding and championing their uniqueness.
- Ability to prioritize, manage time, and multitask.
- Ability to lead strategically by developing goals that fulfill the mission of SBC.
- Ability to lead with influence; ability to inspire and mobilize ministry teams.
- Ability to lead volunteers, aligning each individual's unique gifting with the shared mission, vision, and values of SBC.
- Ability to lead with love; empathetically ministering and directing the church to experience the grace and presence of Christ.
- Ability to lead for multiplication; raise up and train leaders both theologically and pragmatically for ministry.
- Excellent communication skills both written and verbal, public and private.

Summary of Duties and Responsibilities

- Lead the fulfillment of the vision, mission and values of SBC within the youth ministry.
- Oversee, lead, develop, and manage youth ministry leaders.
- Prepare and implement weekly programs including teaching, small groups and seasonal events.
- Prepare and implement seasonal outreach and equipping events.
- Oversee the youth ministry budget.
- Perform other duties as required.

Schedule: 40+ hours of work per week
Remuneration & Vacation: Salary range is $50,000-$60,000 per annum. A specific package including benefits will be offered based on the candidate's education, experience and expertise.

Interested applicants should forward a cover letter, resume and four references to Benhall@saanichbaptist.org