



Employment Opportunity

Pastor of Emerging Generations

Zion Baptist Community Church
Edmonton, AB

Zion Baptist Community Church exists to honour God in obedience to His Word by growing as a worshipping, nurturing, and ministering community that reveals the love and hope of the Gospel of Jesus Christ in every community He has placed us in.

www.zbcc.ca



Job Vision

The Pastor of Emerging Generations will partner with the staff team and Ministry Council of ZBCC in giving general guidance and direction to the congregation, with a **special focus on engaging and supporting emerging generations, their families, and the volunteers within these ministry areas**. The primary task of this position is to invite kids, students, and young adults into a **transformative relationship with Jesus Christ**, characterized by **deep discipleship** and **life on mission** with Him. The pastor will pursue **meaningful relationships** with students that help point them to **Christ through His Word** and seek to **develop teams** of volunteer ministry leaders who do the same.

Recognizing the breadth of gifts and experience required for ministry with emerging generations, **ZBCC is open to considering a range of staffing configurations**. While priority will be given to applicants who are able to fulfill this role as a full-time position, we also welcome applications from individuals who sense a calling to serve in part of this role, particularly in areas aligned with their strengths and experience.

Job Status

Full-Time Salaried Assistant/Associate Pastor
(with openness to part-time or shared-role
arrangements for the right candidates)

Getting to Know Zion Baptist

We recognize that discerning a potential ministry role is about more than a job description - it's about joining a people, a story, and a shared sense of calling. We invite you to visit the **Who We Are** section of our website to learn more about Zion's beliefs, leadership, and history. There you'll find our Statement of Beliefs, information about how we are led, our constitution, and our Policy and Procedure Manual, which addresses many common questions related to staff expectations and benefits.

We encourage applicants to explore these resources as they prayerfully consider whether God may be leading them to serve at Zion.

Primary Areas of Responsibility

The following responsibilities describe the full scope of the role. Depending on gifting, experience, and staffing configuration, an individual may focus more heavily on some areas than others.

Relational & Pastoral Presence:

- Pray for the body (Col 1:3-5) and set an example in speech, conduct, love, faith, and purity (1 Tim 4:12).
- Be present and personally engaged in events for children, youth, and young adults, with particular emphasis aligned to the assigned ministry focus, making every effort to get to know students and their families well.
- Foster a welcoming environment for believing and unbelieving guests/visitors and initiate appropriate follow-up.
- Provide necessary pastoral care, including pastoral counselling, visitation, conflict resolution and general encouragement to children, students, and families, as well as the leadership of these ministries.

Vision, Teaching & Ministry Leadership:

- Provide leadership and direction for Youth and Young Adult ministries, either through direct oversight or in collaboration with other staff and key volunteer leaders, to choose/develop rich curricula for various discipling spaces and plan fun, engaging, and meaningful regular events and activities for students.
- Work alongside leaders of all discipleship ministries (e.g., through the annual Discipleship Summit) to coordinate complementary teaching aligned with our established Discipleship Scope and Pathway.
- Contribute to the alignment of calendars and priorities of discipleship ministries, ensuring every regular participant has ongoing opportunities to mature in their faith, and support the transition of students from one stage to the next and into early adulthood.

Equipping & Development:

- Encourage students to explore their gifts, connecting them with screened and trusted adults and ministry leaders for intergenerational mentoring relationships and serving opportunities.
- Invite congregants of all ages to value and participate in ministry with emerging generations, helping to train and equip them for leadership and service opportunities.
- Work alongside administrative staff and volunteer teams to design, strengthen, or maintain effective strategies and systems to ensure children's, youth, and young adult ministries have sufficient volunteers to operate safely and effectively.

Other Responsibilities and Expectations:

- Attend worship and prayer gatherings, as well as staff meetings and other meetings/events relevant to the position.
- Perform other duties as required in consultation with the Senior Pastor and/or Ministry Council, possibly including occasional preaching in Sunday worship gatherings.
- Continuing education is encouraged, with priority given to conferences/programs relevant to the position.
- Participate in annual meetings and other gatherings of North American Baptist/Alberta Baptist Association ministry leaders, especially those pertaining to their ministry focus.

Accountability:

- Day-to-day supervision by the Senior Pastor.
- Accountable to the Ministry Council.

Qualifications:

- A vibrant relationship with Jesus Christ and demonstrating the qualities of an overseer (1 Tim 3:1-7).
- Able and willing to affirm ZBCC's Statement of Beliefs and Membership Covenant.
- A record of faithful service as a local church member.
- Demonstrated strengths in one or more areas of ministry with children, youth, young adults, or volunteer leadership.
- Familiarity with Plan to Protect® policies and practices is an asset.
- An undergraduate degree from an accredited evangelical post-secondary institution or an equivalent combination of experience, training, and/or education is an asset.

How to Apply

Interested applicants are invited to email a resume (with references) and a cover letter to apply@zbcc.ca

The cover letter should describe the applicant's **perceived strengths, sense of calling, and the aspects of this role they would be most eager and best equipped to fulfill**. Applicants may indicate whether they are seeking a full-time position or would be interested in serving in a part-time or shared-role capacity.

A five-member Search Committee consisting of the Lead Pastor, one member of the Ministry Council, and three church members has been appointed to guide the search process and make a recommendation to ZBCC.

The committee will prayerfully review all applications and follow up with applicants after their materials are reviewed. For those invited to continue in the process, the next steps may include informal conversations, formal interviews, and opportunities for engagement with the wider congregation.

The Search Committee will bring a recommended candidate to the church for affirmation at a Members' Meeting. Applications will be reviewed on an ongoing basis until the role is filled.



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