

Associate Pastor of Youth and Ministry Development

Fort George Baptist Church

Prince George

Reports To: Lead Pastor and Lead Team

Status: Full-Time or Part-Time Salaried Position

Position Summary

The Associate Pastor of Youth and Ministry Development will work alongside the pastoral staff and ministry leaders of Fort George Baptist Church to help people recover the abundant life Jesus calls us into by developing disciples, equipping leaders, and building healthy ministry teams throughout the church.

The primary focus of this role will be leading and discipling the youth of our church while also helping cultivate a strong culture of volunteerism, mentorship, hospitality, and ministry across the church.

We are looking for someone who genuinely enjoys people and naturally builds relationships. The ideal candidate will be energized by connecting with others, encouraging volunteers, creating community, and helping people move from simply attending church to actively participating in what God is doing.

This role is highly relational and team-oriented. Success in this position will depend not only on ministry competency, but on the ability to recruit, encourage, equip, and inspire others.

The Associate Pastor will work under the direct supervision of the Lead Pastor.

Key Areas of Leadership

The Associate Pastor of Youth and Ministry Development will participate in providing leadership to the church in conjunction with the rest of the Lead Team. These responsibilities may be accomplished directly, by delegation to others, or through the development and support of volunteer teams.

Youth Ministry Leadership

- Provide pastoral leadership to the youth of the church and their families.
- Develop and lead a youth ministry that includes Biblical teaching, discipleship, mentorship, outreach, and community-building activities.
- Create environments where students can encounter Jesus, build friendships, ask honest questions, and grow in Christlikeness.
- Recruit, train, encourage, and support volunteer youth leaders.
- Build strong relationships with parents and caregivers.
- Plan youth events, retreats, camps, and service opportunities.
- Implement and enforce our Plan to Protect safety policy.

Ministry Development & Team Building

- Help cultivate a church culture where people see themselves as participants in ministry rather than merely attenders.
- Recruit, encourage, organize, and equip volunteers across ministry areas.
- Help ministry leaders build healthy and sustainable volunteer teams.
- Assist in strengthening pathways for discipleship, belonging, and ministry involvement.
- Encourage hospitality, connection, and meaningful community throughout the congregation.

Pastoral Ministry

- Support the Lead Pastor and pastoral staff in providing ministry to the church.
- Participate in visitation and pastoral care, especially with youth and their families.
- Be available to preach as scheduled by the Lead Pastor.
- Attend worship services, staff meetings and other leadership gatherings as required.
- Represent the church well within the community and alongside other ministry leaders in the city.

Expectations of All Staff

All staff members at Fort George Baptist Church are expected to:

1. Model a Christ-centered life consistent with the character qualifications of 1 Timothy 3.
2. Demonstrate integrity, humility, compassion, and spiritual maturity.
3. Support the mission, doctrine, and direction of Fort George Baptist Church.
4. Maintain healthy relationships and contribute positively to team culture.
5. Attend church services regularly and participate actively in church life.
6. Successfully complete a criminal record check.

Qualifications

Character & Calling

- A growing and vibrant relationship with Jesus Christ.
- A clear sense of calling toward pastoral ministry and discipleship.
- A shepherd's heart and genuine love for people.
- Alignment with the mission, doctrine, and values of Fort George Baptist Church.

Skills & Strengths

- Strong interpersonal and relational skills.
- Ability to connect naturally and comfortably with a wide range of people.
- Gifted at encouraging, motivating, and building teams.
- Ability to collaborate well within a staff and volunteer environment.
- Creative and enthusiastic approach to ministry development.

Experience & Education

- Experience in youth ministry, leadership development, or volunteer coordination is preferred.
- An undergraduate degree in pastoral studies preferred, or a certificate/diploma from an accredited Bible School.
- Equivalent ministry experience may also be considered.

Compensation & Benefits

Compensation package will be determined based on education, experience, and position status (part-time or full-time), and will include:

- Salary for full time (\$63,000-\$70,000)
- Moving allowance
- Ministry expense reimbursement
- Conference and professional development support
- Enrolment in Fort George's Health and dental benefits
- RRSP contribution
- Paid vacation