



## Youth Minister

St. Laurence  
Anglican Church &  
Good Shepherd  
Lutheran Church,  
Coquitlam



Part-Time | 20 hours per week | \$28/hr

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### Role at a Glance

- **What:** Lead and grow a joint Anglican-Lutheran youth ministry across two congregations in the Tri-Cities, building genuine community with young people, typically grades 7 to 12
- **Where:** Across two congregations: St. Laurence Anglican and Good Shepherd Lutheran, Coquitlam
- **Hours:** 20 hours per week, including Sundays and some evenings
- **Pay:** \$28/hr with a full benefits package (pension, extended health, dental, LTD, EFAP)
- **Focus:** Relational, pastoral ministry: building trust with young people, not running an event machine
- **Values:** Committed to living out the good news of Jesus Christ in the world: worshipping with depth and joy, welcoming every person without reservation, and fully affirming 2SLGBTQI+ people
- **Reporting:** Jointly to the Rector of St. Laurence and the Pastor of Good Shepherd
- **Oversight:** Joint steering group drawn from both congregations

*This is a role for someone who loves working with young people, thrives on genuine relationships, and is ready to invest in a community that already exists and is poised to grow. If that sounds like you, read on.*

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### About Our Partnership

This is an ecumenical role shared by two congregations in the Tri-Cities that are committed to working together to foster the flourishing of young people in our community. Both churches gather and serve on the traditional, ancestral, and unceded lands of the kwikwəłəm (Kwkwetlem) First Nation, which have historically been shared with the ǵičəy (Katzie) and other Coast Salish Peoples.

Good Shepherd Lutheran Church has been a congregation in Coquitlam for 60 years, a member of the Evangelical Lutheran Church in Canada (ELCIC). Ecumenical in outlook and welcoming of all, the congregation has a long history of ministry to youth and nurturing their discipleship. Among its guiding principles, Good Shepherd seeks opportunities to bravely

love its neighbours, care for creation, do justice, and live out the life-changing good news of Jesus Christ in the world.

St. Laurence Anglican Church is a growing, affirming congregation in Coquitlam, part of the Diocese of New Westminster. Biblically rooted, sacramentally shaped, and Spirit-led, we are known for rich liturgical worship, an excellent choir, thoughtful preaching, and a genuine culture of welcome. Rooted in Christ. Open to All.

Our two churches have a growing ecumenical partnership, and this shared Youth Minister role is an expression of our conviction that the ministry we can offer together is greater than what either congregation could sustain alone. We have maintained youth ministry throughout a challenging period, including the disruption of the pandemic years, and we are now investing in dedicated professional leadership to build on those foundations and grow what we have begun together.

Both congregations positively embrace the queer community, recognising the identity of 2SLGBTQI+ people as a gift of God in creation. This commitment shapes our ministry with young people: every young person who walks through our doors will be welcomed, affirmed, and valued for who they are.

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## The Ministry

Our joint youth ministry currently gathers young people, typically grades 7 to 12, from across the Tri-Cities on a weekly basis, meeting as ignYte: a bravely welcoming community where youth bring their full selves, create lasting friendships, kindle joyful faith, and are energised to spread Christ's love throughout their lives.

The ministry is open to young people from both St. Laurence and Good Shepherd, as well as their friends and peers across the wider community. The incoming Youth Minister will work with both congregations to ensure that young people, typically from grade 7 onwards, have a genuine and well-supported pathway into the community.

Age and grade boundaries are provisional, and we will work flexibly with families and leaders where young people are on the borderlines, taking maturity, relationships, and individual needs into account.

This is a ministry with strong relational foundations and real potential for growth. The Youth Minister will provide the strategic leadership and consistent pastoral presence to strengthen and expand what has already been built, working in close partnership with volunteer leaders and the clergy of both churches.

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## Role Summary

The Youth Minister will develop and lead our ministry with young people (typically grades 7 to 12) across both church communities. This is a relational, pastoral, and formational role: cultivating community among young people, nurturing their faith, equipping them for service, and walking alongside them through the joys and challenges of adolescence.

This is not primarily a programming role. The Youth Minister's most important work is relational: building genuine trust with young people, their families, and the wider congregational communities, and creating flexible, low-barrier spaces where youth are active

participants in shaping their own community of faith. Programme structures exist to serve those relationships, not the other way around.

The role involves an equal presence across both churches, with a unified approach adapted to the culture and context of each congregation. A portion of the Youth Minister's hours will naturally serve both communities at once (joint events, shared planning, wider networking), and the emphasis is on building a single, connected youth community rather than maintaining artificial boundaries between the two settings.

The role reports jointly to the Rector of St. Laurence and the Pastor of Good Shepherd, with regular check-ins and shared oversight from a small joint steering group drawn from both congregations. The time budget of 20 hours per week is designed to prioritise active ministry time with young people; administrative and meeting commitments will be structured accordingly, with Sunday presence rotating between congregations on a predictable schedule and staff meeting attendance managed jointly through the steering group.

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## **Key Responsibilities**

### **Relationships and Pastoral Presence**

- Build authentic, trust-based relationships with young people in both congregations and their wider friendship networks.
- Provide pastoral support and encouragement to youth and their families, including during times of transition, challenge, and growth, and be able to recognise signs of mental health difficulties and refer appropriately to professional support.
- Be a consistent, reliable, and approachable presence at youth gatherings and in the life of both congregations, with Sunday presence rotating between churches on a structured, predictable schedule.
- Maintain appropriate boundaries and model healthy, Christ-centred relationships.
- Support and encourage parents and caregivers in their role as faith nurturers through regular communication and occasional parent gatherings.

### **Faith Formation and Discipleship**

- Develop and deliver engaging, age-appropriate Christian formation for youth, drawing on resources from Anglican, Lutheran, and broader ecumenical traditions.
- Support faith exploration and discipleship in partnership with clergy from both churches, creating accessible pathways for young people at every stage of their journey.
- Create space for young people to ask honest questions, explore doubt, and grow in their understanding of what it means to follow Jesus, including regarding justice, reconciliation, and care for creation.
- Work in an intergenerational way, meaningfully connecting young people to the wider congregational life of both churches, and identifying adult mentors and allies who can walk alongside youth beyond the formal programme.

### **Programme Development and Co-ordination**

- Establish a sustainable rhythm of youth ministry that prioritises relational depth over programme volume. This will involve creating flexible, low-barrier points of connection (whether regular gatherings, one-to-one conversations, or shared experiences) shaped in genuine partnership with young people themselves.

- Plan and lead joint activities that bring young people from both churches together, strengthening ecumenical friendship and shared identity.
- Develop a ministry that is inclusive, accessible, and responsive to the lived realities of young people in the Tri-Cities: their interests, pressures, questions, and overscheduled realities.
- Partner with the Children's and Families ministry leads across both congregations to ensure a smooth and well-supported transition into youth ministry, with particular attention to the Grade 7 to 8 transition point.

### **Wider Connections and Networks**

- Become a member of the Diocesan Youth Ministry (DYM) team and participate actively in its events, meetings, and training as a core part of the role.
- Lead youth participation in wider church gatherings, including the Canadian Lutheran Anglican Youth (CLAY) gathering (Nanaimo, 2027) and equivalent diocesan and synodical events.
- Build supportive relationships with youth ministry colleagues across the Diocese of New Westminster and the BC Synod of the ELCIC.

### **Service, Justice, and Community Engagement**

- Create opportunities for young people to engage in service and outreach, both locally and in partnership with diocesan and synodical initiatives.
- Integrate commitments to reconciliation with Indigenous peoples and care for creation into youth ministry in age-appropriate and substantive ways.
- Connect youth with the wider community through volunteer opportunities, civic engagement, and neighbourhood partnerships.

### **Volunteer Recruitment and Team Building**

- Recruit, train, and support adult volunteers in both congregations to serve alongside youth, building a team culture that is welcoming, safe, well-organised, and joyful.
- Ensure all volunteers complete required screening (Criminal Record Check with Vulnerable Sector Screening) and safeguarding training as required by each church's policies.

### **Communication and Administration**

- Maintain community connection through appropriate digital channels (including social media, messaging platforms, and email), understanding these as genuine relational spaces where mid-week community happens, not merely promotional tools.
  - Manage the youth ministry budget in consultation with both churches.
  - Maintain accurate records for programme participation, volunteer screening, and reporting.
  - Participate in joint steering group meetings and provide regular updates to the leadership of both congregations; attend individual church staff meetings on a negotiated, as-needed basis.
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## Person Specification

### Essential

- An active Christian faith and the ability to share that faith authentically with young people. (This is a bona fide occupational requirement under BC human rights legislation, as faith development and discipleship are integral to the role.)
- Experience working with young people in a ministry, educational, or community setting.
- A genuine love for young people and a commitment to walking alongside them with patience, humour, and respect.
- Strong relational skills and the ability to build trust across different communities and church cultures.
- Excellent organisational and communication skills: verbal, written, and digital.
- A collaborative spirit, with the ability to work under dual accountability to two churches and their leadership.
- Flexibility and adaptability; comfortable working across two congregational settings with different traditions and rhythms.
- Digital fluency: competence with the social media platforms, messaging tools, and digital spaces that young people actually inhabit, with the ability to maintain genuine relational connections in hybrid and online contexts.
- Basic understanding of adolescent mental health: the ability to recognise signs of distress, create emotionally safe environments, and refer young people to appropriate professional support. Training or experience in mental health first aid, trauma-informed practice, or neurodiversity-aware approaches is required, or a willingness to obtain equivalent training within the first year of employment.
- Willingness to work flexible hours, including Sundays and some evenings.
- Willingness to obtain a Criminal Record Check with Vulnerable Sector Screening prior to commencing employment.
- Completion of safer church training (as required by each church's policies) as a condition of employment, with ongoing participation in refresher training as required.
- Membership of the Diocesan Youth Ministry (DYM) team, with active participation in its events and meetings.
- Legally entitled to work in Canada.

### Desirable

- Post-secondary education in theology, ministry, youth work, education, social work, or a related field.
- Familiarity with Anglican and/or Lutheran traditions, worship, and spirituality.
- Experience in ecumenical or cross-denominational ministry settings.
- Experience in volunteer recruitment, training, and team leadership.
- First aid certification (or willingness to obtain).
- Access to reliable transportation.

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## Terms and Conditions

- Hours: 20 hours per week, with an equal presence across both churches. The schedule will include Sundays (rotating between congregations on a structured basis) and some evenings, with the specific rhythm to be agreed jointly with both churches.

- Compensation: \$28 per hour, plus statutory entitlements (CPP, EI, vacation pay, WorkSafeBC).
  - Employer: One church will serve as the employer of record for payroll purposes, to be determined based on the successful candidate and confirmed prior to appointment. A formal cost-sharing and accountability agreement is in place between both churches.
  - Probation: A six-month probationary period applies.
  - Reviews: Regular check-ins with both the Rector and the Pastor, with a formal review at six months and annually thereafter, conducted jointly.
  - Workspace: A dedicated office space is provided at St. Laurence. Dedicated youth spaces are available at both St. Laurence and Good Shepherd.
  - Benefits: As a half-time position (20 hours per week), this role qualifies for a group benefits package, including pension, long-term disability, MSP, extended health, dental, life insurance, and the Employee and Family Assistance Programme (EFAP).
  - Professional Development: Access to diocesan and synodical training opportunities, including DYM events and gatherings.
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## How to Apply

Please send a covering letter and current CV/résumé to [apply@saintlaurence.ca](mailto:apply@saintlaurence.ca) with 'Youth Minister application' in the subject line.

In your covering letter, please address the following:

1. What is your current involvement with the Christian faith, and how does it shape your approach to ministry with young people?
2. What experience do you have working with youth in spiritual, educational, or community settings?
3. What interests you about this ecumenical partnership, and how would you approach building and deepening community across two congregations?
4. How do you approach the mental health and wellbeing dimensions of ministry with young people, and what has shaped your thinking in this area?

We welcome applications from people of all backgrounds and abilities, including 2SLGBTQI+ people, Indigenous peoples, racialised people, and people with disabilities. Both St. Laurence and Good Shepherd are affirming communities. Accommodations are available upon request for candidates participating in the selection process.

We will review applications as they are received and will continue to welcome applications until the position is filled. We thank all applicants for their interest; only those selected for an interview will be contacted.