



Associate Pastor Job Posting

Reports to: Lead Pastor
Status: Full-Time Position (40 hours/week)
Start Date: Fall 2026
Remuneration: Commensurate with education and experience

Description:

The Associate Pastor is an innovative, visionary team player who serves on Bethel's pastoral leadership team. They provide leadership in creating connections within the church family, the local community, and district and national initiatives. This includes connecting people and creating connection systems that facilitate church growth, mobilize believers, and advance Bethel's overall mission.

Primary Responsibilities:

1. Creating Church Connections

In collaboration with pastoral leadership, you are responsible for casting vision and recruiting and mobilizing lead teams to host connection events throughout the year that may include, but are not limited to, the following:

- | | |
|------------------------------|-------------------------------------|
| a) Holy Spirit Conventions | f) Church Family Summer BBQs |
| b) Worship Conferences | g) Church Family Christmas Banquets |
| c) Marriage Retreats | h) Church Growth Conferences |
| d) International Food Fair | i) Prayer Breakfasts |
| e) Men's/Women's Conferences | j) District/National Conferences |

2. Leading Connections Ministry

In collaboration with pastoral leadership, you are responsible for leading and managing Bethel's connection ministries and their volunteer teams, including:

- | | | |
|----------------|--------------------|-------------------|
| a) Greeters | e) First Aid | i) Hospitality |
| b) Ushers | f) Parking Lot | j) Breakfast Club |
| c) Lobby Hosts | g) Bethel Café | |
| d) Safety | h) Big Events Team | |

These connection teams are responsible for:

- a) Creating an environment that welcomes new guests and provides the next steps toward connection and spiritual growth.
- b) Helping connect new people with Ministry Leads and ministry opportunities.
- c) Constructing practical on-ramps and systems to help people move from visiting to belonging.
- d) Improving follow-up methods to ensure that visitors are plugged in to Bethel and become fully involved, growing, and contributing members.
- e) Facilitating and coordinating church-wide, city-wide, or district-wide big events, such as conferences, church fellowships, special outreaches.

3. Overseeing Church Website and Social Media

In collaboration with the Technical Productions Director, you will oversee the church's website and social media presence to ensure that Bethel connects people with relevant information, maintains a cutting-edge social media presence, and provides online platforms to build faith and deepen connections.

4. Providing Some Pastoral Ministry Duties

From time to time, you may be requested to fulfil some pastoral ministry duties such as preaching, teaching, coaching, mentoring, pastoral care, weddings, funerals, and leadership development as assigned and/or required.

Qualifications

- a) Minimum Licensed Minister with the PAOC; ordination preferred.
- b) A diploma or degree in theology, pastoral ministry, or pastoral leadership.
- c) A minimum of 5 years serving on the staff of a PAOC church or similar.
- d) Fluent in English; French fluency also preferred.

Competencies

- a) A mature follower of Christ with a servant heart and love for people.
- b) A team player with a positive attitude, servant heart, and growth mindset.
- c) Able to recruit, train, and motivate multiple volunteer teams.
- d) Collaborative; works well with others, demonstrates a pastoral heart.
- e) Motivated, punctual, efficient, and goal-oriented; prioritizes excellence.
- f) Clear and professional communication skills (written and verbal).
- g) Strong discretion and a commitment to confidentiality.
- h) Social media, computer, and graphic design skills.
- i) Attention to detail and ability to manage multiple priorities.
- j) Comfortable communicating clearly with small and large groups.

Email a Cover Letter & CV to William Sloos, Lead Pastor, wsloos@bethel.ca
Only those selected for an interview will be contacted.