



One Church, One Message, Many Expressions

www.porticocanada.ca

**Job Description: Associate Pastor, Worship Arts & CONNECT
October 2025**

PORTICO'S MINISTRY OVERVIEW

PORTICO Community Church, is a Christian church, incorporated as a registered Canadian not-for-profit charity, affiliated with the Pentecostal Assemblies of Canada (PAOC), serving the Greater Toronto Area (GTA) with campuses located in Mississauga and Milton.

PORTICO's senior pastor, elected by the official members, reports to the board of elders on vision, direction, ministry and church operations. The senior pastor is empowered and monitored through policy governance for the hiring, management and care of all ministry staff and for the oversight of ministries, facilities and operational matters.

PORTICO'S MINISTRY OBJECTIVES

PORTICO Community Church is passionately committed to its mission, vision and core values as defined below:

PORTICO'S MISSION

"Helping people find their way back to God."

PORTICO'S VISION

"One Church, One Message, Many Expressions."

PORTICO'S CORE VALUES

"CONNECT with Christ and His family"

"GROW together in Christ likeness"

"SERVE Christ's mission in the world."

PORTICO'S ENDS

PORTICO strives to fulfill God's purpose and design for His church as expressed through PORTICO's stated ENDS.

We believe that because of PORTICO, people will Be Disciples who:

CONNECT with Christ and His Family

Mathew 4:19 "Come..."

Mathew 11:28-30 "Come to me..."

GROW together in Christlikeness.

Mathew 4:19-20 "...follow me..."

Mathew 11:28-30 "...learn from me..."

SERVE Christ's mission in the world.

Mathew 4:19-20 "...I will send you out..."

Mathew 28:19-20 "Go, and make disciples of all nations..."

And, there will be healthy, self-sustaining expressions of disciple-making communities that have capacity to reproduce themselves and are fully aligned with PORTICO's Mission.

Associate Pastor, Worship Arts & CONNECT

Reporting to the Executive Pastor, the Associate Pastor, Worship Arts & CONNECT, plays a vital role in advancing PORTICO's mission and vision by providing dynamic leadership for the Worship Arts and CONNECT ministries at Portico. This position oversees all aspects of worship, including weekend services, special events, and creative arts, while mentoring and developing leaders to serve as ministry partners. With a focus on collaboration, the Associate Pastor, Worship Arts & CONNECT coordinates with key stakeholders to plan, execute, and evaluate worship experiences.

Additionally, this role is responsible for overseeing key CONNECT dials, such as newcomer follow up, baptism and I Said Yes to Jesus discipleship pathways, ensuring alignment with PORTICO's strategic goals. Reporting to the Executive Pastor, the Associate Pastor, Worship Arts & CONNECT combines creativity, spiritual leadership, and administrative excellence to create impactful worship experiences and foster meaningful connections within the church community.

The Associate Pastor, Worship Arts & CONNECT has a firm grasp on the church's mission, vision and strategy, and working in harmony with the pastoral team and ministry staff, equips leaders and ministry partners to carry out PORTICO'S ENDs. To accomplish the expectations of this role, their emphasis will be given to building robust systems of relational and spiritual trust amongst all staff, ministry partners and church attendees, in order to ensure that the church is healthy, vibrant, and growing.

This role necessitates a leadership style that is servant-hearted and characterized by Christ-like attitudes. The leader must embrace a passion for individual spiritual development, exercise open and honest communication, be intentional in committing to initiating reconciliation & restoration when in disagreements, and express and maintain loyalty, confidentiality & support of the church leadership. Strong technical and operational skills and experience, as well as a thorough understanding and commitment to working in a large church, multi-staff setting, will be critical for success in this role.

The Associate Pastor, Worship Arts & CONNECT will be directly supervised by the Executive Pastor, which includes but is not limited to: leadership support, goal setting, performance evaluation, mentoring and training.

Key Areas of Responsibility

Provide Leadership to Creative Worship Arts Ministry:

- Plan, conduct, and evaluate a comprehensive Worship Arts Ministry that aligns with PORTICO's mission and vision, serving as both a strategic leader and support for the outreach initiatives.
- Develop and maintain all practical elements of corporate worship, including music, prayer, scripture, testimonies, drama, media, dance, and other creative arts. Facilitate set-up, tear-down, and other service elements as required.
- Lead worship band and congregation during assigned Sunday morning worship times.
- Provide worship support for weekend services and special events at Mississauga Campus and regional campuses as requested.
- Produce and lead the on-stage aspects of PORTICO's special events such as Worship and Prayer Nights, Good Friday services, Inspire, Ministry Partner Appreciation and Christmas outreach events (including Christmas Market and Christmas Eve).
- Oversee the Worship & Arts budget preparation and maintenance.
- Oversee copyright licensing and compliance. Manage subscription renewals relevant to ministry area.
- Lead and facilitate Production and CONNECT Meetings.
- Collaborate weekly with the Technical Ministries Director and other key stakeholders to plan upcoming worship services.
- Conduct post-service debriefs and planning meetings to refine future services.
- Oversee Planning Center Online operations, including scheduling, posting songs, and maintaining user accounts.

Responsible for Worship Arts and CONNECT Ministry Partner Management:

- Recruit, empower, and disciple leaders within Worship Arts and CONNECT ministries, fostering talent to serve as Ministry Partners.
- Maintain and lead weekly band rehearsals, train worship leaders, and empower them to learn the art of worship.
- Oversee and lead on-stage team members, including musicians, hosts, interview participants, and prayer time leaders.
- Oversee and lead the Choir Ministry Partners.
- Work with the décor team and ministry partners to design photobooths, stage sets, and lighting in collaboration with the Technical Ministries Director.
- Oversee the scheduling of the Worship Arts and CONNECT Ministry Partners on Planning Centre Online. Ensure compliance with the SERVE requirements of the organization.

Accountability for CONNECT Dials:

Supervise the Dial of Baptism

- Service Scheduling: Collaborate with the Senior Pastor and service planning team to schedule baptism services during Sunday gatherings or special events, ensuring alignment with church calendar.
- Training Leadership: Develop and lead training sessions for baptism candidates, covering theological significance, personal testimony preparation, and the practical elements of the baptism process.
- Candidate Meetings: Meet with individuals desiring baptism to discuss their faith journey, answer questions, and guide them through next steps in the process.
- Goal Monitoring and Reporting: Regularly review baptism participation metrics, identify barriers to meeting goals, and provide actionable updates to leadership with recommendations for improvement.

Supervise the Dial of "I Said Yes"

- Follow-Up Meetings: Personally connect with individuals who have submitted an "I Said Yes" form to celebrate their decision, discuss next steps. Collaborate with the Associate Pastor of GROW to integrate them into discipleship pathways such as Growth Groups.
- Resource Development: Oversee pathways and resources offered to support individuals in growing their faith after saying "yes" to Jesus. Explore new ways of engaging them.
- Goal Monitoring and Reporting: Track the number of "I Said Yes" commitments, analyze trends, and report to leadership with insights on spiritual growth and engagement, including reasons for challenges in meeting targets.

Supervise the Dial of "I Am New"

- Newcomer Engagement: Make the connection with individuals who have submitted an "I Am New" form (phone call or in person), learn about their interests, and help them navigate opportunities for involvement at PORTICO.
- Document the connection in Salesforce and explore new ways of engaging new comers.
- Connection Pathways: Facilitate introductions to Growth Groups, SERVE teams, or relevant church activities to foster connections and ensure newcomers feel integrated into the church community. Work in collaboration with the Associate Pastors of GROW

and SERVE.

- Goal Monitoring and Reporting: Regularly review data on newcomer engagement, identify trends, and present updates to leadership with actionable steps to enhance outreach and retention strategies.

Fulfil Supervisory Duties:

The following staff will be directly supervised by the Associate Pastor, Worship Arts & CONNECT, which includes but is not limited to leadership support, goal setting, performance evaluation, mentoring, and training.

1. Production Associate
2. Worship Arts Interns

Other duties:

- Participate in the Pastor On Call schedule, offering pastoral support as required.

Leadership Expectations

As a member of Portico’s pastoral staff, this role requires that you personally embrace, actively promote and support PORTICO’s mission, vision, core values and Ends within all expressions of the church community.

This position is often involved in sensitive situations and the individual may become aware of privileged information requiring sound judgment and discretion. Strict confidentiality must be maintained when dealing with the elder board, pastoral or congregational related issues. A violation of confidentiality is grounds for immediate dismissal.

Leadership Competencies and Qualifications

- Bachelor’s degree in music, worship, theology, or a related field.
- Minimum of 5 years of proven experience in pastoral leadership.
- Ability to develop and communicate a clear vision for Worship Arts and CONNECT ministries, aligning with the church’s mission to disciple others.
- Familiarity with worship technologies such as sound systems, lighting, and presentation software is essential for integrating creative elements effectively during services.
- Skilled in vocal and instrumental music, with the ability to guide teams musically and develop others' musical talents.
- Comfortable integrating diverse worship styles and creative elements to meet the needs of a multigenerational congregation.
- Demonstrates humility, prioritizing the growth and well-being of the team over personal performance.
- Capable of nurturing and developing volunteers' leadership skills, spiritual growth, and talents.
- Excellent organizational skills and attention to detail.
- Adaptable and results driven.
- Capable of supporting cross-functional roles and church events.
- Strong oral and written communication skills.

- Effective problem-solving abilities.
- Self-motivated and able to work collaboratively with others.
- A strong personal relationship with Christ, demonstrated through regular spiritual disciplines and a passion for discipleship within the Worship Arts and CONNECT teams and the congregation.
- Builds strong relationships within the congregation and among ministry teams, fostering unity and collaboration. Promotes fellowship beyond Sunday services.

Core Leadership Competencies Essential to Ministry Health

Spiritual Health – Cultivates a vibrant, growing personal relationship with Jesus Christ.

Spiritual Sensitivity – Discerns the presence and leading of the Holy Spirit in worship and ministry settings.

Relational Engagement – Builds meaningful connections within and across the church body, fostering unity and care.

Cultural Awareness – Demonstrates sensitivity and adaptability to the diversity within Portico's congregation.

Administrative Competence – Establishes and maintains systems that support ministry organization, sustainability, and growth.

The above-mentioned responsibilities are intended to describe the general nature of the work being performed by person employed in this role. This is not intended to be an exhaustive list of all assigned responsibilities, skills, efforts or working condition. PORTICO Community Church reserves the right to change, amend, delete or otherwise assign any and all duties, responsibilities and position titles as is deemed necessary to meet the vision, mission and purposes of PORTICO Community Church.

Location: 1814 Barbertown Road, Mississauga, Ontario, L5M 2M5

Position Type: Full-Time

Schedule: Tuesday to Friday: 8:30 am-4:30 pm, Sundays: 8 am - 4 pm

Salary range: \$60,000-\$75,000 (commensurate with education, experience, and qualifications.)

Application Deadline: N/A

To apply for this job, please submit the job application: [PORTICO.cc/job-application](https://portico.cc/job-application)
We thank all applicants, however, only those being considered for an interview will be contacted.

If selected to participate in the recruitment and selection process, please inform Human Resources at careers@porticocanada.ca of the nature of any accommodation(s) that you may require in respect of any material or processes used to ensure your equal participation.