



OASIS CHURCH

NEXT GEN PASTOR

Compensation Range: \$50,000 - \$60,000

Position: Full-Time (40 Hours/Week)

Reports To: Lead Pastor

Location: Kamloops, BC

Start Date: August 2026

ROLE OVERVIEW

The Next Gen Pastor is a dedicated leader called to empower the younger demographic of Oasis Church toward spiritual maturity. This role requires a combination of theological depth, proven experience, and a heart for discipleship. As a key member of the pastoral team, you will champion our vision, "**There's Always More,**" as we work together to **Inspire Faith, Invest in People, and Illuminate Hope.**

I. CHARACTER & DOCTRINAL ALIGNMENT

We seek a leader who models the way of Jesus in both private and public life, maintaining the highest standards of integrity.

- **Spiritual Vitality:** Evidence of an ongoing personal commitment to the Christian faith and a consistent life of personal devotion.
- **Theological Integrity:** A harmonious acceptance of the PAOC's Statement of Essential Truths.
- **Credentials:** Applicants must hold valid credentials with the PAOC or be credentialed with another denomination and eligible to transfer to the PAOC, initiating this process within the first 6 months of employment. Adherence to the Ministerial Code of Ethics is a primary condition of employment.
- **Organizational Fit:** Agreement with the standards outlined in the Oasis Church By-Laws, Constitution, and Staff Handbook.
- **Lifestyle Standards:** A commitment to a life of integrity where private conduct and public ministry remain in full alignment with Christian testimony.
- **Relational Honesty:** A commitment to maintaining honesty and clear communication with leadership to ensure the continued trust and health of the team.

II. EDUCATION AND EXPERIENCE

- **Education:** A minimum of a bachelor's degree from an accredited Bible College.
- **Experience:** A minimum of 3 years of experience leading in a ministry context.

- **Leadership Pipeline:** Proven ability to execute the **TEAM** approach (Trust, Empowering, Accountability, and Mentoring) to build healthy departments.
- **Systems Management:** Previous experience with Online Planning Center is preferred; however, the church is prepared to provide training for the right candidate to ensure proficiency in managing schedules, volunteers, and departmental databases.
- **Administrative Excellence:** Proven ability to manage schedules promptly (minimum of 2–4 weeks prior to events) and maintain measurable progress against strategic plans.
- **Feedback Receptivity:** A demonstrated posture of teachability and the ability to implement constructive guidance from the Lead Pastor and the Board.

III. AREAS OF RESPONSIBILITY

- **Youth & Young Adults:** Provide oversight for weekly gatherings and general events.
- **Pastoral Care & Discipleship:** Enable discipleship pathways for new believers by utilizing leadership-approved curriculum. Provide compassionate support and care for individuals navigating specific needs or life challenges.
- **Safety Protocols:** Follow Oasis Church policies regarding those within the vulnerable sector, ensuring the highest safety standards and oversight.
- **Pulpit & Teaching Ministry:** Primary responsibly for preaching/teaching at Next Gen gatherings. To ensure strategic alignment with the overall vision of Oasis Church’s Senior Leadership, all preaching schedules and the invitation of guest speakers must be done in consultation with the Lead Pastor. Additionally, the individual will participate in Sunday morning pulpit ministry approximately 8–10 times per year, or as needed.
- **Sunday Morning Involvement:** On-site by **8:30am** each Sunday to assist in service management, be involved in some capacity of ministry and remain highly available for congregational connection.
- **Financial Stewardship:** Manage the departmental budget with accountability and excellence in collaboration with the Office Administrator.
- **Unified Branding:** Manage departmental communications and social media within the church’s consolidated digital oversight structures.
- **Mission-Driven Flexibility:** In the spirit of team collaboration, the candidate will remain adaptable to support emerging ministry needs and strategic initiatives.

IV. THE LEADERSHIP MANIFESTO: Standards for Ministry Unity

Oasis Church operates with a steadfast focus on unity; we are seeking a collaborative leader who prioritizes collective team success over strategic independence. This is how we lead, how we move, and how we last.

- **Personal Integrity – Our outward actions reflect our inward convictions**

- We anchor our **Character** in our shared **Beliefs**. We lead ourselves first so that we can lead others with a clear conscience. Trust is our foundation, and we protect it at all costs.
- **Relational Synergy – Our team chemistry strengthens our team vitality**
 - We don't just work in the same space; we advocate for one another. By prioritizing our Relationships, we ensure our connection fuels our mission rather than draining our energy. We are better together.
- **Operational Excellence – Our collective goal guides our individual gifts**
 - We bring high-level competence to the table, but we align it with a shared philosophy. We don't just run fast; we run in the same direction. We use our unique talents to serve.

V. GOVERNANCE & ACCOUNTABILITY

- **The Pastor's Council (aka The Church Board):** The candidate acknowledges that the Pastor's Council serves as the Board of Directors of Oasis Church.
- **Chain of Accountability:** While the candidate reports directly to the Lead Pastor for daily ministry operations, the Board maintains final authority over employment status and institutional governance.
- **Performance Oversight:** Systematic performance reviews are conducted and submitted to the Pastor's Council annually to ensure ongoing alignment with the vision, mission, and strategic goals of the church.

VI. BENEFITS & PROVISIONS

- **Vacation:** 3 weeks
- **Health Benefits & Pension:** Provided dependent on acquiring credentials and after first 3 months