



CANADIAN BAPTISTS
OF ATLANTIC CANADA

Job Posting: Director of Youth and Family Ministry

Type: 5-year term* / Full-time

Compensation: Dependent on experience and qualifications

Location: Moncton, NB

The Canadian Baptists of Atlantic Canada is an association of approximately 450 Baptist churches in Atlantic Canada who unite together to do mission with the strong belief that we are more effective as a partnership. We want to be intentional about resourcing and equipping existing and emerging leaders; nurture and help create a culture of hospitality and community and; support creative renewal in current congregations and new church plants. We are looking for an enthusiastic and creative individual to give overall leadership and management responsibilities to the Youth and Family Ministries Department of the CBAC, able to execute a strategy to inspire and equip next generation leaders to bring the vision of joining God in our neighbourhoods, in order to help provide direction and build and deliver best-in-class, holistic children's, youth and family ministry throughout the CBAC. The successful candidate will be accountable to the office of the Executive Minister of the CBAC, and work in collaboration with other departments, staff, our constituency and partner organizations to deliver a focused, consistent, appropriate and forward-thinking family ministry mandate to the CBAC constituency.

*Please note that this appointment, made by the Assembly (or, by receiving a 75% affirmative vote in 75% of the reporting local churches) upon recommendation of the CBAC Council through the Executive Minister, is for a 5-year term, and can be renewable, unless otherwise decided by the CBAC Council.

Key responsibilities:

- Responsible for overall leadership and management of the Youth and Family Ministry arm of the CBAC in order to provide a framework for exceptional ministry and spiritual development denominationally and to ensure ongoing operation and alignment with the CBAC governing framework at both the program and strategic levels
- Oversees complex relationships between staff, local church and camp leaders, and Partners, including sister denominations across Canada, as well as end-users both at a strategic and on a day-to-day level
- Ensures timely, on-budget, high-quality delivery of Youth and Family Ministry specifically in the following areas:
 - Catalytic Gathering Points
 - Various conferences, ministries & events for Children & Youth
 - Events & initiatives for young adults
 - Invest in Leaders
 - Invest, develop, network, support, resource
 - Missional & Service Opportunities
 - Resource Development
 - Social media
 - Policies for churches
 - Training events

- Support and encouragement of Parents, Marriages, Families & in particular Pastors & Christian Workers
 - As time allows, provide research on Atlantic Canada youth for churches
- Provides advice and creative solutions in support of Y & F Department and CBAC objectives. Continuous assessment and enhancement of deliverables to ensure alignment with other departments and with CBAC objectives and goals
- Reviews effectiveness on a continuous basis. Recommends options, strategies, etc., to increase CBAC efficiencies and to provide constituency support
- Develops strong relationships with all stakeholders – leadership, churches, associations, etc., and works at improving these relationships
- Guides in training, mentoring, developing, and management of the Y & F team of paid and volunteer staff actively setting a course for and monitoring all team members toward spiritual growth. Leads, influences and motivates. Resolves staffing and related issues as required
- Designs, develops and manages a budget and accompanying support plan

Minimum Required Qualifications

Education & Experience

- **Master of Divinity** degree from Association of Theological Schools accredited seminary. (Only education obtained from an accredited institution will be recognized as meeting the minimum qualifications.)
- **CBAC credentialed Ordained pastor** (or able to transfer such status from a CBM or BWA affiliated group or be willing to pursue ordination with the CBAC).
- **Five years' experience** in local church youth ministry.
- **Knowledge of CBAC churches** and the culture of Atlantic Canada.

Necessary Skills/Abilities, Characteristics and Attributes

- Demonstrated evidence of Christian conversion and lifestyle, strong personal spiritual life, including local church involvement
- Understanding of the mission of the CBAC and fully committed to seeking creative and innovative ways of integrating children, youth and family into that wider mission
- Exceptional people management, mentoring and relationships-building skills; highly respected, collaborative team member, empathetic, fair and participatory. Committed to building a high level of trust. Can influence positive change. Team building leader.
- An awareness and sensitivity to cultural trends; must be able to think strategically and understand current youth and family needs and translate them into clear goal setting and support operations
- Confidentiality
- Excellent communication skills (written, verbal, multimedia, social media) for a variety of audiences
- Clear understanding of the nature of the demands of ministry with proven effectiveness in work/life balance
- Ability to conduct fundraising initiatives in support of the CBAC and the department
- Must be able to handle multiple projects of differing complexity at the same time
- Highly self-motivated and assumes personal ownership and accountability
- Prioritize work and resources, keeping the CBAC goals and purposes in the forefront of the decision-making process.



Required Applicant Documents:

Resume/Curriculum Vitae. *(Your resume should include examples of how you have shaped and executed a youth ministry vision in previous ministry positions along with the outcomes. Please also briefly outline a ministry development plan for the future of the Youth and Family Department.)* **Please email your pdf documents using "Y & F Director of the CBAC" in the subject line to the following confidential email: humanresources@baptist-atlantic.ca.**

Posting Date: April 25, 2019

Closing Date for applications: May 24, 2019

Interviews will be conducted in June/July. Only candidates selected for an interview will be contacted. Successful applicants must provide proof of minimum required qualifications. The successful candidate will be required to sign the Christian Worker's Covenant.