



Contact:
Pastoral Search Committee Chair
Trevor Rowell
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POSITION

Full Time Associate Pastor of Discipleship

ABOUT THE ROLE & FBC

First Baptist Church (FBC) is excited to be posting the role of an Associate Pastor of Discipleship.

At the heart of FBC is a focus on being an equipping church, which results in the congregation growing in maturity of faith as the Apostle Paul writes in Ephesians 4, therefore the Associate Pastor of Discipleship brings experience in a wider context of overseeing a disciple-making culture. This includes guiding the congregation in growing their individual relationship with God, having meaningful relationships with each other and understanding their mission to what God is calling them to do.

First Baptist Church Nanaimo was established in 1889 and continues to be a church with a thriving multi-generational congregation, with a current population of approximately 350 and growing. We are a large base of humble servants of the Lord who work with our pastoral team to minister to all ages. Our vision is for people to KNOW Christ, GROW in their love for God and others and SHARE His gospel.

What's Important at FBC?

A working list of our values

Shaped by Scripture

We desire to not only grow in Biblical knowledge, but to allow God's Word to change us and to form us as disciples of Jesus, through the work of the Holy Spirit.

Discipleship

We believe in the equipping of the body for the work of the ministry. This is part of our lifelong journey toward maturity in Christ through training and mentoring

Walking, gathering & living in harmony

We desire to walk together in Christian fellowship, speaking the truth in love to one another, to live in harmony as a multi-generational community of believers.

Prevailing in prayer

Prevailing Prayer is a vital expression of life at FBC. We desire to have this as the foundation for everything we do, as we seek to do God's will.

Community engagement & outreach

We seek to spread the saving gospel of Jesus Christ to our city and show Christ-like love, compassion and servanthood to those in our midst.

ASSOCIATE PASTOR OF DISCIPLESHIP

Summary: The Pastor of Discipleship provides leadership to ministries in fulfillment of our mandate to make disciples. We believe that true disciples are recognized by spiritual transformation, as people enter into and grow in their relationship with the Lord Jesus Christ.

Working Relationships: Reports to the Lead Pastor, is a member of the church staff, and works closely with the Elders and other Ministry Leaders. Must be, or be willing to be, credentialed with the Canadian Baptists of Western Canada (CBWC).

Responsibilities:

- Responsible for strategic planning and initiatives for discipleship ministries
- Provide opportunities for the church community to grow deeper spiritually, and toward maturity in Christ through holistic teaching and discipleship events
- Encourage and cultivate personal transformation, promoting a missional context by:
 - Discipling with an evangelistic vision
 - Outreach through the lens of discipleship
 - Nurturing personal growth with the intention to serve others
- Provide pastoral support in the areas of spiritual growth and leadership development
- Offer and/or facilitate courses that reach a broad spectrum of people on their faith journey (starting, growing, maturing)
- Develop and promote life groups, providing training and support for life group facilitators
- Preach, administer the ordinances, and serve as necessary in support of the Lead Pastor
- Provide pastoral care to course lay leaders, volunteers, and guests/attendees
- Act as the key point person for all course logistics such as: dates, times, locations, content, guest speakers, volunteer requirements, etc.
- Cultivate outside partnerships in areas of discipleship and leadership development
- Be a role model of: spiritual practices, self-care, ongoing leadership development, and spiritual growth
- Actively participate as a member of the leadership team

Required Skills and Experience:

- Bachelor's degree required, preference for MDiv or related MA in Theology or Church Leadership/Ministry
- Minimum 3 years experience in church leadership.
- Knowledge and experience in spiritual formation/discipleship processes.

Key Qualities:

- Possess an authentic growing faith in Christ and spiritual maturity
- Exemplify a life of godliness and the character of an Elder as detailed in 1 Timothy 3:1-7 and Titus 1:6-9 and exhibit the fruits of the Spirit as found in Galatians 5:22-23
- Ability to relate and minister to all ages
- Ability to personally offer pastoral care and to mobilize others for ministry
- Ability to motivate people to become involved in service and leadership
- Must be able to assume responsibility and carry out duties with minimum supervision
- Can translate vision into strategy and action
- Can “think outside of the box” and is not afraid to take calculated risks
- Is a life-long learner
- Effective communicator
- Relational and outgoing, with a passion for connecting with people
- Connects well with people and has relationships with those who do not yet know Christ or have little to no experience with the church
- Organizational skills and attention to detail

COMPENSATION

Salary and benefits will be based on current recommendations from the CBWC with consideration given to education and experience.

Please submit a cover letter, resume, and [MIP](#) (Ministry Information Profile from CBWC) to the FBC Search Committee Chair Trevor Rowell at trevor.rowell@fbcnanaimo.ca.

