

EXECUTIVE MINISTER JOB POSTING

About the Canadian Baptists of Western Canada

The Canadian Baptists of Western Canada (CBWC), headquartered in Calgary, Alberta, is an association of over 140 churches across British Columbia and Yukon, Alberta and the Northwest Territories, and Saskatchewan and Manitoba. Together, we seek to reach people for Christ by strengthening the health and extending the ministry of the local church. We pursue this mission by:

- Cultivating Leadership – developing and equipping the next generation of Canadian Baptists
- Investing in Relationships – helping our churches and clergy thrive in their local contexts
- Engaging in Mission – partnering with churches to plant new ministries, live out the gospel, and serve their communities

The CBWC supports local churches and their communities through training leaders, encouraging innovative ministries, responding to social needs and crises, providing administrative and financial services, and sharing stories of how God is at work among us.

Position Overview

The Executive Minister (EM) serves as the Chief Executive Officer (CEO) and spiritual leader of the CBWC and provides collaborative leadership in directing its staff, overseeing its ministries, and clearly communicating its agreed-upon vision to its constituents. The EM is a creative and innovative individual who has an ability to see the broad picture, demonstrates strong relational connectedness, is gifted in equipping others, and has a passion for the Gospel and the renewal of Christ's church. While seeking the growth of local churches and leaders the EM also represents the CBWC in the broader community.

Core Competencies

- Spiritual and Theological – Spirit-led and able to handle the Scriptures with wisdom, clarity, and courage, and lead with spiritual vitality and a servant heart
- Vision – Able to provide guidance in the development of a clear vision that unites and inspires churches around a shared mission
- Leadership – Works well with a wide variety of individuals and teams providing direction and support and places a high value on collaboration. Can also effectively manage conflict and offer strategies for resolution
- Communication – Skilled in preaching, public speaking, writing, and interpersonal engagement, sharing information with consistency and clarity

Job Duties and Responsibilities

- To lead the association in promoting the mission and vision of the CBWC
- To serve as the Chief Executive Officer of the CBWC, giving spiritual leadership and overall direction and support to executive staff to:
 - Champion the renewal of CBWC churches and ministries
 - Support pastors to build professional competence and denominational identity
 - Encourage church health and planting
 - Facilitate the training and equipping of young leaders
 - Develop sustainable fundraising efforts and realistic ministry goals
 - Strengthen the understanding and support of CBWC priorities and ministries within the local church
 - Foster relationships with and between churches, associations, and ministry partner organizations
- To utilize and be responsive to opportunities to celebrate CBWC life and identity through personal contact with the constituency
- To ensure that the resources of the CBWC are effectively managed
- To be responsible to the CBWC Board for all operations and matters concerning the association and to ensure the policies and decisions of the Board are implemented
- To represent the CBWC on the Boards of Carey Theological College and the CBWC Foundation and other Boards related to the broader Baptist and Christian communities
- To work cooperatively with our Canadian Baptist National Partners

Qualifications

- A mature faith in Jesus Christ and a commitment to prayer
- Advanced theological education (graduate level or higher)
- Demonstrated leadership experience in a complex organization, including supervision of staff and teams
- Commitment to the mission, faith, and core values of the CBWC, including its [Identity Statement](#)
- The ability to build effective teams and to motivate and encourage those teams in goal accomplishments
- Excellent leadership, strategic thinking, and planning skills
- Strong interpersonal, conflict-resolution, and communication skills
- The ability to understand financial information and processes
- Familiarity and experience with the multi-ethnic and urban/suburban/rural diversity of the CBWC
- A strong work ethic and the energy to meet busy and demanding work and travel demands
- Currently credentialed and ordained in the CBWC or eligible for CBWC credentialing and ordination

Conditions of Employment

- Must be legally entitled to work in Canada
- Must provide and maintain a satisfactory Criminal Record Check

Location: Calgary preferred; other locations may be considered, provided there is proximity to a major airport

Salary: Based upon qualifications and experience

Application Deadline: November 3, 2025

Proposed Start Date: May 1, 2026 (negotiable)

Application Process

Qualified candidates are invited to submit the following, via email, to **search-em@cbwc.ca**:

- Letter of application
- Detailed resume
- Current [Ministry Information Profile](#)

We thank all applicants for their interest. Only those selected for an interview will be contacted.