

Calvary Community Church Job Description – Senior Pastor



OUR VISION:

Calvary Community's mission statement is "Moved by God's Love into Action".

The Senior Pastor is called to lead the congregation in expressing this mission statement in detailed and practical ways.

OUR CHURCH:

We are a multicultural and multi-generational congregation, typically welcoming 30 to 50 attendees on a Sunday morning. We are affiliated with the Canadian Baptists of Western Canada (CBWC), located in Yellowknife, the capital and largest community in the Northwest Territories, Canada.

GENERAL POSITION DESCRIPTION:

We are prayerfully seeking a compassionate, collaborative leader who communicates effectively and builds relationships across generations and models the love of Christ.

Our congregation has expressed a strong desire for a pastor who excels in preaching and teaching, pastoral care and counseling, and discipleship. The successful candidate will be relationally driven, who leads with empathy, walks alongside others in their spiritual journey and lives a life consistent with their words and biblical principles.

PRIMARY RESPONSIBILITIES:

Pastoral Care:

- Lead and/or delegate the preaching and teaching of the Word of God through pulpit ministry and small group Bible study.
- Provide support and advice to the various ministries of the church.
- Strengthen church leadership by mentoring, equipping, and encouraging Council members and ministry leaders
- Encourage unity and fellowship by maintaining consistent and caring relationships with all congregants
- Serve as a welcoming presence, initiating introductions and ensuring visitors feel valued and connected

- Provide prayerful guidance and counsel to members, assisting with spiritual, social, and career-related concerns while connecting them with further help when appropriate
- Minister to the congregation through the administration of sacraments and officiation of ceremonies, including baptisms, weddings, and memorial services
- Lead Calvary Community Church with an outward focus on local, national, and international missions.
- Participate in inter-church and community initiatives in Yellowknife.

Administrative:

- Supervise staff as assigned by the Council.
- Submit timely expense and attendance reports.
- Assist with minor maintenance and security duties, predetermined with Council.

Denominational:

- Participate in CBWC activities and maintain a healthy connection with the denomination.
- Attend the annual CBWC Pastor's Conference.

SKILLS AND ABILITIES:

- Strong theological foundation and training to effectively serve a biblically grounded, diverse church community
- Demonstrate strong communication and teaching abilities, delivering sermons that are both relevant and accessible to diverse audiences.
- Ability to relate to all age groups and diverse cultural backgrounds
- Ability to prioritize and manage time effectively across preaching, pastoral responsibilities, and church leadership
- Strong relational skills to foster personal connections and deepen relationships within the congregation
- Ability to lead with wisdom and purpose, shaping and sharing a vision rooted in Christ
- Skilled in providing guidance and emotional support to individuals, couples, and families through pastoral counseling
- Competence in managing digital platforms and tools that support church leadership and engagement

PROFESSIONAL DEVELOPMENT:

- Commit to ongoing education to strengthen ministry skills and theological knowledge
- Take part in annual performance reviews with the Council or their delegates.
- Complete all coursework required for ordination (if necessary).

REQUIREMENTS:

- Adhere to the ministerial policies, procedures and protocol (MPM) of the Canadian Baptists of Western Canada
- Possess a degree from a recognized theological institution
- A minimum of three years pastoral ministry experience preferred
- Produce a satisfactory Criminal Record and Vulnerable Sector Checks
- Eligible to be licensed to perform marriages in the Northwest Territories

CONSIDERATIONS:

- Applicants with less pastoral experience may be considered if they are open to mentorship and demonstrate a readiness to grow into the senior pastoral role.

APPLICATION SUBMISSION:

- We invite candidates to apply by submitting a completed (and updated if necessary) Ministry Information Profile (MIP – download from the CBWC webpage <http://cbwc.ca/careers>)
 - Email the MIP to the CCC Pastoral Search Committee at edeerx@icloud.com and the pastoral settlement office at pastoralsettlement@cbwc.ca
 - In the subject line please write “CCC Senior Pastor Application”

APPLICATION DEADLINE:

- January 2, 2026

Why Yellowknife in the Northwest Territories



Yellowknife provides a unique lifestyle experience that combines modern amenities with a strong connection to nature and culture. It's an excellent choice for families seeking a close-knit community, access to the outdoors, and the experience of Northern Canadian life.

1. Outdoor Activities and Natural Beauty

- **Northern Lights:** Yellowknife is one of the best places in the world to view the Aurora Borealis, especially from late fall to early spring. This natural phenomenon attracts people worldwide.
- **Recreational Activities:** In both summer and winter, Yellowknife offers a variety of outdoor activities. In summer, residents enjoy fishing, canoeing, hiking, and exploring vast landscapes. In June you can experience what is called the midnight sun, which is a phenomenon resulting in up to 24 hours of sunlight. In winter, activities like ice fishing, snowmobiling, dog sledding, and skiing are popular. As well driving the Dettah Ice Road. Every winter Great Slave Lake freezes over and the ice becomes so thick that trucks can drive over it.
- **Wildlife Viewing:** The surrounding areas are home to diverse wildlife, including caribou, moose, and various bird species, providing ample opportunities for nature enthusiasts.

Here are some links:

<https://auroravillage.com/#>

<https://www.northernlightstours.co/>

<https://www.sundogadventures.ca/#>

<https://spectacularnwt.com/what-to-do/nature-and-wildlife/nature-tours/>

2. Community and Culture



- **Close-Knit Community:** Yellowknife has a small, friendly, and diverse community, making it easy to integrate and form close connections. People often describe it as a place where everyone knows each other.
- **Cultural Events:** The community celebrates various local and Indigenous festivals, such as the Snowking Winter Festival, Folk on the Rocks music festival, and Indigenous cultural events, which offer residents unique cultural experiences. There also happens to be a Multicultural Day once a year where the community gets together at Somba K'e Park dressed in traditional attire from their country and enjoy various things such as a fashion show showcasing the fashion in their country, different country booths selling food, and performances.

- Indigenous Heritage: Yellowknife is rich in Indigenous culture and history, with a significant population of Indigenous people. This offers residents a chance to learn about Indigenous traditions, art, and languages.

Here are some links:

<https://spectacularnwt.com/activities/indigenous-experiences/>

<https://snowking.ca/>

<https://folkontherocks.com/>

<https://www.facebook.com/multiculturalYellowknife/>

<https://www.yellowknife.ca/en/getting-active/sports-and-recreation-directory.aspx>

3. Education and Schools

- Schools: Yellowknife has several public and Catholic schools that provide education from kindergarten through high school. Schools here often have smaller class sizes, allowing for more personalized education.
- Aurora College: For post-secondary education, Aurora College offers programs tailored to the needs of Northern communities, including Indigenous-focused programs, trades, nursing, and environmental sciences.
- Collège Nordique: Collège Nordique is the only French post-secondary educational institution accredited north of the 60th parallel to, in French, develop your language and professional skills, or pursue your post-secondary studies. Although they are a French post-secondary institution, they offer several language courses for all learning levels such as French, Spanish, English and Tłıchʔ (one of the many Dene First Nations and Indigenous language spoken in the Northwest Territories).
- Educational Programs: Schools and community centers often run programs focused on outdoor skills, environmental studies, and Northern-specific education, giving students hands-on learning opportunities in unique fields.

Here are some links:

<https://ykonline.ca/schools-of-yellowknife/>

www.auroracollege.nt.ca

<https://www.cnordique.ca/>

4. Employment Opportunities

- **Mining Industry:** Yellowknife has historically been a hub for mining, particularly for diamonds. Companies like Rio Tinto have operations in the region, providing jobs in mining and geology.
- **Government and Public Service:** As the capital of the Northwest Territories, Yellowknife has numerous government job opportunities in administration, public service, and social services.
- **Growing Tourism Sector:** The city's natural attractions, especially the Aurora Borealis, have led to a growing tourism industry. This sector provides opportunities in hospitality, guiding services, and retail.
- **Healthcare and Education:** These sectors have a consistent demand for professionals, including teachers, nurses, and healthcare workers, due to the city's remote location and growing population.

Here are some links:

<https://www.miningnorth.com/jobs>

<https://www.gov.nt.ca/careers/>

<https://yellowknife.prevueaps.ca/jobs/>

<https://cdetno.com/en/jobsboards/>

<https://edgenorth.ca/jobsnorth/>

5. Unique Lifestyle and Community Support

- **Adventure and Remote Lifestyle:** Living in Yellowknife is ideal for those seeking a break from urban environments and the big city hustle, providing a more peaceful lifestyle.
- **Community Support and Resilience:** The remote location fosters a culture of community support and resilience. Residents are known for helping each other and collaborating to organize events, support local businesses, and volunteer.

- Higher Wages and Northern Living Allowance: To compensate for the higher cost of living, many jobs offer higher wages and a Northern Living Allowance, which helps cover the cost of living in such a remote area.

Other various links:

General

- GNWT guide for newcomers:
https://www.immigratenwt.ca/sites/immigratenwt/files/resources/welcome_to_the_nwt_for_web.pdf
- Yellowknife City website: <https://www.yellowknife.ca/en/living-here.asp>
- Yellowknife Insider's guide <https://ykinsidersguide.ca/>
- Maps: <https://www.yellowknife.ca/en/discovering-yellowknife/interactive-maps.asp>
- Facebook: Generally speaking, Yellowknife runs on Facebook. If you know where to look, you can find virtually anything on that platform. Here is a great article listing the main Facebook groups Yellowknifers use: <https://ykonline.ca/yellowknife-facebook-groups/>
- Youtube: a great channel about life in YK in general:
<https://www.youtube.com/c/LifeinYellowknife>
- Local news:
<https://cabinradio.ca>

<https://www.nnsl.com/yellowknifer/>

Housing and accommodation

Calvary Community Church (CCC) has a Manse as an option:



For more information please see the description at the end of this document.

Other useful links for housing in Yellowknife

- <https://tritonyk.com/rental-listings>
- <http://ykdpropertymanagement.com/residential/>
- <http://tcent.ca/portfolio/northwest-territories/>
- <http://www.polardevelopments.com/>
- <https://www.langpropertymgmt.com/homes-for-rent/>
- <https://rentmidwest.com/>
- <https://www.rentnorthview.com/apartments/cities/yellowknife>
- <https://www.facebook.com/groups/155490104655554/>
- <http://www.yktrader.com/>
- <https://www.nwthc.gov.nt.ca/en/services/public-housing>

The Manse

The church house was built in the late 1970s. It is a four bedroom bi-level – open concept living, dining and kitchen area, one bathroom and two bedrooms up and one bathroom, two bedrooms, family and utility/storage room downstairs. It is in good condition and is currently undergoing some cosmetic work-paint, trim and flooring. The entire envelope – roof, siding, doors and windows have been replaced within the last seven years.

The front yard is landscaped and the back yard has a vegetable garden area and shed. It is located across the parking lot from the church building. The plans are to level the back yard next summer and install a fence the following year.

The location of the manse has its challenges due to its proximity to the homeless population of Yellowknife in the downtown core. The parking lot is sometimes used as a throughway for these citizens and occasionally we have had people take up residence in the shed and storage unit. We are working to increase security in this area. Pastors in the past have had some people asking for access to the church for their group's activities and tradespeople sometimes need to get in to do repairs.



Calvary Community Church History

1946 - 2024

“Moved by God’s love into action”

Written by Jacob Hildebrandt on March 28, 2024

Edited and revised by Dana Hildebrandt on November 25, 2024

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I. Humble Beginnings

A. The Rush for Gold

Calvary Community Church's humble beginning began during the gold rush era. In 1946, a man by the name of Charlie Smith found himself in the great northern frontier of Yellowknife, Northwest Territories. Yellowknife is a city-town located in Chief Drygeese territory, the traditional homeland of the Yellowknives Dene First Nation, and home to many other Indigenous Peoples including the North Slave Métis and Inuit.¹² Smith was a field missionary from the Baptist Union of Western Canada (BUWC), sent to survey Yellowknife for its need for a Baptist Church. He saw that the field was ripe for planting, however Charlie was not the first pastor of Yellowknife's first Baptist Church.

Despite Charlie's desire to plant a church, he decided it was a task for a younger man. It was during this time of scoping for Smith that a young pastor in Saint John, NB heard of the beginnings going on in Yellowknife. For Ken Allaby, the young pastor, the news was intriguing. He wrote Smith, inquiring if anyone had been chosen to go. Charlie Smith responded to Allaby's letter with a description of the "rough and tumble place" that was Yellowknife. He noted that there were some Baptist people but the nature of the environment also suited the nature of the people—rugged and tough. Before long Allaby set out for the mining community of Yellowknife.

Ken Allaby arrived in Yellowknife on July 3, 1947 where for the next two months, the minister made dwelling in a tent alone, without his family. He held services in the Canadian

¹ "Traditional Lands," City of Yellowknife, accessed November 25, 2024
<https://www.yellowknife.ca/en/living-here/traditional-lands.aspx>

² In fact, approximately ½ of the territory's population consists of Indigenous groups. Yellowknife serves as a central hub for many communities and is consequently very culturally diverse. "Demographics of the Northwest Territories," Wikipedia, accessed November 25, 2024,
https://en.wikipedia.org/wiki/Demographics_of_the_Northwest_Territories

Legion Hall and arrangements for buildings were made. Allaby's family joined him in August of the same year and the Baptist Mission in Yellowknife continued to grow. Ken Allaby served faithfully as Reverend for the Baptist gathering until 1950.

In 1954 the Baptist Mission became Calvary Baptist Church under the leadership of Rev. Judson Stade. Stade connected the congregation with the Western Baptist denomination, though against the preference of Allaby before him.³

The year 1962 saw the small Baptist Church add on a Sunday School wing. 1977 brought further changes that would transform the church into the layout that it is today, adding a whole new sanctuary with a balcony and basement. Calvary Baptist Church underwent further change in the mid-80s as another name change took place. Subsequently, Calvary Community Church as it is known now was established.

II. The Golden (But Bumpy) Road

A. The Roarin' Eighties

CCC has been an influence in the community of Yellowknife throughout its entire seventy-eight year history. That said, the early 1980s were a particularly fruitful time for CCC. The church was 'booming'⁴, vibrant and active. It is recalled how there were very involved individuals and families on fire for the LORD, choirs, conferences, guest speakers and walks for Christ. CCC equipped and sent many young people into ministry during this time, to serve with ministries such as Operation Mobilization and the Celebrant Singers.

B. The Late Twentieth Century

³ Church History, Interview with Randy Loewen, March 27.

⁴ Hilda Weaver, Interview with Hilda Weaver, March 28, 2024; Ajjie Shaw, Interview with Ajjie Shaw, March 28, 2024.

If the eighties were the nice coastal drive of CCC's history, the nineties were the potholed highway. The church was still vibrant and active but the end of the decade brought a couple bumps. Still, through it all God was faithful to provide healing and grace.

Members today mention the family atmosphere of CCC as a high of their church experience. This key characteristic was implanted in the late 1980s by the Pastor at the time, Brad Crossley. His wife very much served with him and a key characteristic of his ministry influence was family service. His influence and actions caused the family atmosphere to grow, the seed which has grown the fruit savoured by members now.

After Pastor Crossley came an intern then brought Rod McLeish. McLeish was a cherished shepherd, yet during his tenure the church experienced a bumpy pothole. Rob's wife, wanted not to be considered a pastor's wife, but the wife of a pastor.⁵ It seemed that rather than partaking in her husband's ministry, she wanted to be independent of it. Following the strong family ministry of Pastor Crossley this caused significant misunderstanding, and the church strove to grow through responding to something new.

C. The Early 2000s

Though the first pothole was in the rearview mirror, a deeper one was just around the corner. It came during the tenure of Larry Warkentin. Larry had been significantly hurt during his previous ministry experience, and seemed to be very fearful of the same happening again. While a good preacher, he was not so much a people-person and seemed to lead with control rather than as a servant shepherd.⁶ He removed the Awana ministry⁷ and caused quite a division in the congregation. The late 1990s saw the birth of a new Alliance church in Yellowknife and

⁵ Weaver, Interview with Hilda Weaver.

⁶ Rodney Hildebrandt, Interview with Rodney Hildebrandt, March 27, 2024.

⁷ "What is Awana," Awana Canada, accessed November 25, 2024, <https://awanacanada.ca/what-is-awana/>

many members left—whether because of hurt or to try a new place of worship—and CCC began to shrink.

In the face of these struggles, God was still working. The conflict with Pastor Warkentin caused the congregation to seek each other in unity and the body became further like a family, caring for one another amidst the hurt. God soon brought a caring leader for the congregation.

Abe Block, an interim pastor, was used by God to begin the healing process needed in the church. A man with a father's heart for his flock, Abe helped the church forgive Larry and start to heal. John Webster and his wife Anne, the following Pastor continued this slow process of healing. Another shepherd with a heart for his flock, John brought some more love into the church. Since, CCC has added "*Moved by God's Love into Action*" as its mission statement.⁸ This movement was evident during John and Anne's tenure, in a team sent to Nicaragua in 2006, VBS summer camps hosted at the church, and in 2007, the CBWC youth conference 'Serve'.⁹

III. Where We Find Ourselves Today

A. The Story of Yesterday

After the Websters retired in 2009, the process of healing continued. Another interim came and went, next up: Pastor Derek Kaemingk. He and his wife brought the early sprouts of the church's weekday ministries' return. The Kaemingks came to CCC with a passion for teaching. Pastor Derek sought to draw a practicality and application out of Scripture. This led to solid preaching from the pulpit but also some precept ministries. After serving faithfully for five years, Pastor Derek moved on.

⁸ "Our History," Calvary Community Church, accessed February 24, 2024, <https://biz214.inmotionhosting.com/~cccyel5/dir/about-us/>.

⁹ A Canadian Western Baptist outreach.

The void left was soon filled by Randy Loewen in 2016. After several years, the Church hit another pothole—a little virus known as Covid-19. The pandemic left the church refined. The congregation shrank due to the difficulties, the newly started youth group was no more, it was a deep pothole for the church. Following Covid in the summer of 2023 brought another experience with deep impact, a forest fire near Yellowknife and consequent evacuation of the city. During these trials, God used Pastor Randy and his family to help support and carry the church as he emphasized unity in Christ's love amidst the storm. Through their tenure, weekday ministries started up once again.¹⁰

B. An Account of Today

Today, CCC finds itself again in a transition. The Loewen family left Yellowknife during the summer of 2024 for a pastoral position in BC, and once again CCC finds itself seeking a shepherding pastor. This season has brought difficulties, as well as beauty. One challenge presented itself in the fall, when the upper wing of the church building had a flood which exposed a larger problem. Currently the church is seeking His wisdom and provision for the property. One beauty has been witnessing the congregation of CCC stepping up and supporting one another during this season without a shepherd. There has been growth in communication and service within the church body and family.

C. The Next Page of the Story

In the words of longtime member and church grandma, Ajjie Shaw, “it was a very nice church. Still is, but it's not the same”.¹¹ This is true. Yellowknife as a community is very transitional,¹² and people come and go quite often and there is a lot of turnover. Yet, God is

¹⁰ Such as prison ministries, Celebrate Recovery, Youth Group, Games Nights, etc.

¹¹ Shaw, Interview with Ajjie Shaw.

¹² Dana Hildebrandt, Interview with Dana Hildebrandt, March 28, 2024.

faithful and in control, and His care and provision can be seen all throughout the history of Calvary Community Church. The story is not finished; God has a plan in store yet for CCC. The calling for the next season stems from our past, as we are ***moved by God's love into action***. CCC trusts God who has shepherded faithfully in the past, to walk closely with us into the future.

IV. APPENDICES

History of Pastors:

Rev. J.K. Allaby (1947-1950)

Rev. Judson Stade (1950-1954)

Rev. John Milton (1955-1959)

Pastor William Davidson (1961-1963)

Pastor F. Dean Annis (1963)

Pastor Ray Price (1964-1972)

Rev. Ralph Easter (1972)

Rev. Allen McPhedran (1972-1982)

Pastor Gene Howard (1982-1984)

Pastor Brad Crossley (1984-1989)

Chris Mathisen (1989- 1990)

Rod McLeish (1990-1994)

Larry Warkentin (1996 -2003)

Pastor Abe Block (2003-2004) – Interim

Pastors John and Anne Webster (2004-2009)

Pastor Chuck French (2009-2010) – Interim

Pastor Derek Kaemingk (2010-2015)

Pastor Randy Loewen (2016-2024)

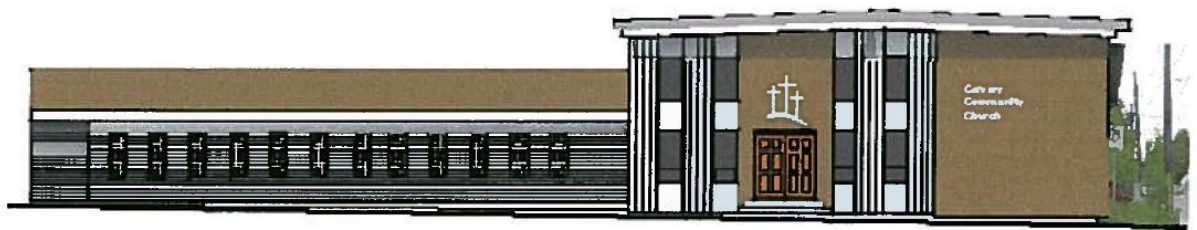
Overview of Church building:



The first building Circa 1954



1962

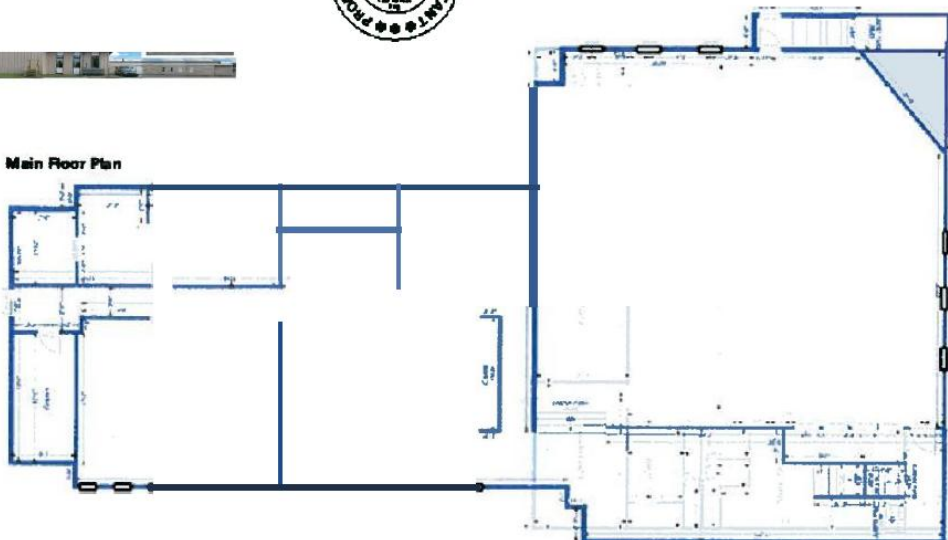


Front Elevation

**Calvary Community
Baptist Church, YK**



Main Floor Plan



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Shaw, Ajjie. Interview with Ajjie Shaw, March 28, 2024.

Weaver, Hilda. Interview with Hilda Weaver, March 28, 2024.