

Director of Youth & Young Adult Ministries (Full-Time)

West Point Grey Baptist Church – Vancouver, BC

West Point Grey Baptist Church (WPGBC) is seeking a full-time Director of Youth & Young Adult Ministries to provide pastoral leadership and missional imagination for ministry with youth (Grades 8–12) and young adults (approximately ages 18–30) within a multicultural, intergenerational, urban church context.

This role is intentionally structured as 80% Youth Ministry and 20% Young Adult Ministry, recognizing the distinct developmental, cultural, and spiritual needs of each group while fostering continuity across life stages.

Role Overview

The Director will focus on four primary areas:

- Spiritual formation of youth and young adults
- Development and support of volunteer leaders
- Intentional partnership with parents and families (especially for youth)
- Integration of youth and young adults into the life and mission of the church

This position values relational presence, cultural intelligence, and contextual discernment over program-driven models. The Director reports to the Lead Pastor and works collaboratively with the pastoral team.

Personal & Professional Characteristics

The successful candidate will be a committed follower of Jesus Christ, rooted in Scripture, prayer, and the communal life of the church, with a clear calling to ministry among youth and young adults in a culturally diverse congregation.

They will:

- Demonstrate cultural humility and cultural intelligence, engaging youth, young adults, and families from diverse ethnic and cultural backgrounds
- Be deeply relational, valuing trust, presence, and long-term discipleship
- Show creativity and adaptability, open to non-traditional ministry expressions such as mentoring, small groups, service-based gatherings, shared meals, and intergenerational spaces
- Be a capable leader and collaborator with strong organizational and communication skills
- Be theologically grounded and able to communicate biblical truth in thoughtful, accessible, and culturally sensitive ways
- Demonstrate understanding of third-culture youth and young adults, particularly those navigating multiple cultural expectations at home, school, church, and Canadian society

The Director is expected to be an active member of West Point Grey Baptist Church, participating in corporate worship and the broader life of the congregation.



Key Responsibilities

Youth Ministry (Approximately 80%)

- Build authentic, Christ-centered relationships with youth, parents/guardians, volunteers, and church leadership
- Maintain a consistent pastoral presence among youth and provide care during key life transitions
- Offer thoughtful pastoral support to third-culture youth
- Teach Scripture faithfully and creatively, creating spaces for honest questions and lived faith
- Recruit, train, and support volunteer youth leaders
- Partner with parents as primary participants in youth discipleship
- Develop and oversee youth gatherings, retreats, service opportunities, and special events
- Encourage youth participation in worship, service, and intergenerational church life

Young Adult Ministry (Approximately 20%)

- Cultivate relational spaces where young adults feel welcomed, known, and spiritually supported
- Facilitate discipleship focused on faith, vocation, relationships, and cultural identity
- Identify, mentor, and empower young adult leaders
- Support smooth transitions from youth ministry into young adult community
- Encourage intergenerational relationships and meaningful participation in the wider church

Administration, Communication & Collaboration

- Plan ministry activities proactively, including scheduling and coordination with staff and volunteers
- Communicate clearly and consistently with parents, volunteers, and stakeholders
- Manage ministry budgets responsibly
- Participate fully in staff meetings, leadership collaboration, and church-wide initiatives
- Engage in regular evaluation, goal-setting, and annual performance reviews

Education & Qualifications

- A theological degree (MDiv, MA in Theology or Ministry, or equivalent) from an accredited institution is required
- Fluency in Mandarin is considered an asset, particularly in serving a multicultural and third-culture community

Compensation & Benefits

- **Salary range:** \$55,000–\$68,000 (commensurate with experience and qualifications)
- **Benefits:** Health and pension plan.

How to Apply

Please submit a cover letter and résumé to office@wpgbc.org.



West Point Grey Baptist Church
4509 W. 11th. Ave.,
Vancouver, BC V6R 2M5
Pointgreychurch.ca | office@wpgbc.org | 604.228.9747