

# Associate Pastor Position

Full-Time (40 hours/week)

## SUMMARY

With a heart for both spiritual formation and authentic worship, the Associate Pastor will champion our Discipleship and Worship Ministries. This includes shaping a clear, vibrant pathway for discipleship and nurturing a worship culture that is Spirit-led, team-driven, and deeply rooted in community. The Associate Pastor will lead with humility and vision - empowering volunteers, fostering connection, and guiding teams with grace and purpose.

## WHO WE ARE

Saanichton Bible Fellowship (SBF) began with a dream: to connect with unchurched people on the Saanich Peninsula. That was the heartbeat of the founding family, and it remains a key focus of who we are today.

In the last three years, we've experienced significant growth; we are now a community of around 450 people, with average Sunday attendance between 250–275. Even as we grow, our deep desire is to stay rooted in our DNA—formed more than 45 years ago—to be a church where Jesus is at the centre, where people are known and loved, where spiritual gifts are recognized and released, and where we're willing to embrace change for the sake of the mission God has given us. While we may not remember everyone's name on a Sunday, we are committed to being a church that connects people deeply to God, and to one another.

Over one third of the church volunteers in a wide variety of roles across a broad spectrum of ministries. Prayer is the backbone of all we do, supporting thriving ministries of spiritual formation, evangelism, service, and a growing heart for justice.

We seek the guidance of Scripture and the presence of the Holy Spirit in every decision, often using the language of “walking in step” with Him; not only following His direction, but keeping pace with His timing. We depend on the Spirit to unify and empower a diverse multigenerational congregation, cultivating servant-hearted people who carry the transformative love of Jesus into every part of life, both within the church and out into the world. This philosophy of ministry aligns broadly with churches like Holy Trinity Brompton in the UK and Bridgetown Church in Portland and The Way Church in Vancouver.

## WHAT IS IMPORTANT TO US

Our **Vision** is to see Jesus' life expressed so that His love transforms lives.

This is lived out practically through our **Mission** to lift up Jesus in our worship, build in Jesus' life in His people, and reach out locally and globally with Jesus' love.

At SBF our **Values** are:

- **We are Word Centred:** We believe that the Bible (God's Written Word) and Jesus (the Living Word) should be at the centre of who we are.
- **We are Spirit-Filled:** We depend on the in-filling presence of the Holy Spirit for guidance, worship and ministry to transform our lives and the world around us.
- **We are Unified yet Diverse:** We value and learn from the unique journey of each person while rejoicing in the unity we have in Jesus.
- **We are Servants:** We believe that Jesus' followers are called to humbly serve in areas of natural and spiritual gifting so that we, and those we serve, may express His life.
- **We are Gathered and Scattered:** We value a caring, mutually dependent community that joins together in prayer and worship, and is sent to share the love and life of Jesus to those around us.

Our model of governance is Elder-led, where a dedicated team humbly serves as the spiritual leaders. Our pastoral team leads out in our Vision, Mission and Values - providing leadership and equipping ministry teams to accomplish what God has called us to.

We are an egalitarian church that values the gifts of both women and men in ministry. For those who are married, recognizing that full-time ministry is a shared journey, we ask that applicants' spouses are fully supportive and engaged in their partner's calling.

Our Statement of Faith can be found here:

<https://www.sbfchurch.com/statement-of-faith>

## ASSOCIATE PASTOR RESPONSIBILITIES

### Discipleship & Spiritual Formation (Approx. 50%)

- Work alongside the Lead Pastor to further develop SBF's Discipleship Pathway
- Invest in small group leaders by providing training and resources
- Equip small group leaders to mentor others in faith and help foster a culture of spiritual maturity and growth

- Collaborate with the Community Pastor to ensure newcomers and evangelism course attendees are seamlessly integrated into long-term discipleship
- Ensure that individuals, regardless of their starting point, are supported in their spiritual formation
- Help individuals grow toward a life deeply rooted in Christ
- Oversee and strengthen pastoral care

### **Worship Leadership (Approx. 50%)**

- Further develop a healthy worship ministry culture, seeking the inspiration and leading of the Holy Spirit in the selection and arrangement of worship material to resonate with the worship culture of the church
- Ensure growth in the team's character, commitment to our community, and growing competency in their area of serving
- Recruit, empower, develop, mentor, and retain volunteer teams to carry out the work of ministry according to the church's Vision, Mission, and Values
- Lead and plan worship services in collaboration with the Lead Pastor and SBF Staff Team
- Oversee Worship Team recruitment, rehearsal, and scheduling, so that teams are in place for every weekend service, and personally lead worship an average of twice monthly
- Ensure that the Worship Team are themselves "worshippers", drawing the congregation into worship such that they are led to a place of praise and adoration for our God

### **WHO WE ARE LOOKING FOR:**

#### **Qualifications**

- A growing personal relationship with Jesus
- Commitment to life-long learning
- Theological degree, or equivalent experience
- Proficiency in leading worship with vocals and at least one instrument (preferably guitar or keyboard)
- Experience in leading volunteer-based worship teams
- Competency in modern software tools such as Google Workspace, Planning Center, and Song Select.

- Agreement with SBF's Vision, Mission, Values, and Statement of Faith
- Alignment with SBF's philosophy of ministry
- Preferably five or more years of full-time ministry

## **Characteristics**

- Relational and approachable, with a shepherd's heart
- Passionate about intergenerational ministry and developing others
- A servant-hearted team player who values collaboration and humility
- Spirit-led, prayerful, and committed to biblical truth
- Desire and ability to equip others in their gifting
- Proven ability to grow and nurture thriving volunteer teams, with a focus on relational and spiritual health
- Demonstrated skill in leading and collaborating effectively within team contexts
- Gifted in shepherding others and communicating clearly, both one-on-one and in group settings

## **OUR COMMUNITY**

The Saanich Peninsula is a truly special corner of Vancouver Island, where rolling farmland meets forested trails, and ocean views stretch wide to the horizon. It offers a slower, more peaceful pace of life, all while staying connected to the energy and opportunity of nearby Victoria.

It's not just the landscape that makes this place unique; it's the people. The Peninsula is home to a diverse mix of families, farmers, retirees, and professionals. It's a place where neighbours know each other by name, where local markets and cafés buzz with conversation, and where the community feels both grounded and generous.

At the same time, we also sense a growing hunger for deeper community and belonging. God is moving on the Peninsula and we are looking forward to partnering with you in reaching our neighbours, whether in Sidney, Brentwood Bay, Saanichton, or the greater Victoria area.

All this is happening on the lands of the WSÁNEĆ people, consisting of five distinct First Nations, and we look forward to increasing relationship and engagement with them in future.

## **COMPENSATION & BENEFITS**

- Competitive salary commensurate with experience; range \$65-70k
- 4 weeks paid vacation and ministry leave
- Professional development support
- Relocation/Moving allowance

## **THE CALL**

If you sense that God may be calling you to serve as our Associate Pastor, we invite you to apply by sending your materials to [search@sbfchurch.com](mailto:search@sbfchurch.com).

### **Please include:**

- A cover letter explaining your interest in the role and how your experience has prepared you for this ministry
- A comprehensive resume
- Your faith story and philosophy of ministry
- Three samples of you leading worship

Initial review of applicants will take place on **July 31, 2025**.

Job posting will remain open until filled.

We look forward to hearing from you!