



**Job Posting:
Associate Pastor**

Associate Pastor Dunbar Heights Baptist Church

Dunbar Heights Baptist Church is seeking the addition of a full time Associate Pastor. The Associate Pastor will be expected to progressively implement DHBC's leadership development program, a 2-year discipleship program, and the expansion of DHBC's evangelistic efforts. The Associate Pastor will also be expected to preach on occasion.

DHBC is a multi-ethnic urban church strategically situated on the Westside of Vancouver next to the University of British Columbia. Although we enjoy a broad demographic range including singles, middle age, and seniors, our dominant group is young families. DHBC is a growing but transient church with an average of 150 in attendance on a Sunday morning. The purpose of DHBC is to glorify God by developing fully committed disciples of Jesus Christ. On staff there is a Senior Pastor, a Deacon of children of youth, and a part time administrator. DHBC is a member of the Fellowship of Evangelical Baptist Churches in Canada.

The city of Vancouver is the third largest city in Canada and is consistently ranked in the top 3 places to live on the planet. Its breathtaking beauty and mild climate make it possible to ski, play golf, and go sailing all in the same day. The fact that 35% of Vancouver's population is foreign born, the highest in the world, makes it an ethnically diverse city. Vancouver has the highest proportion (per capita) of Asians of any North American city. The city also contains the wealthiest neighbourhoods in Canada, has the highest real estate prices in Canada, and is generally the most expensive city in which to live. Next to DHBC is the University of British Columbia, which serves over 40,000 students.

Despite being a world-class city Vancouver has a tremendous need for the gospel of Jesus Christ. Although people are open to radical new ideas about the environment (Greenpeace originated in Vancouver), lifestyle, sexual preference, earth based spirituality, and eastern religions, there is a general resistance to Christianity. People in the Pacific Northwest are among the least likely in North America to be active in an institutional religion. Many would label themselves as "secular but spiritual." DHBC is looking for an Associate Pastor who will devote himself to seeing the name of Jesus exalted in the city. We desire a man who will work with us to develop a gospel centred church that, Lord willing, will plant churches in order to reach the city for Jesus Christ.

I. Aim

To build up fully devoted followers of Jesus Christ at DHBC through discipleship and evangelism.

II. Lines of Accountability

Under the Lord, the Associate Pastor (AP) is responsible to the congregation of Dunbar Heights Baptist Church and is a member of the Pastoral Team (PT). Most directly the AP shall report to the Senior Pastor (SP) in all areas relating to the specific tasks of this job description and the conditions of his/her employment. The AP should endeavor to

experience and maintain the joyful camaraderie and complementary gifts and ministries of the PT and staff.

III. Qualifications for the Position

The AP must meet the spiritual and character qualifications of an elder as found in 1 Timothy 3:1-7 and Titus 1:6-9 and to exhibit the fruit of the Spirit as found in Galatians 5:22. He should be wise, discerning, decisive, sensitive to others, gentle, and firm. He should be a man devoted to daily prayer and Bible reading for the sake of guarding himself from sin and stirring up his heart and mind to renewed passion for Christ. If married with children, he should regularly lead his family in reading the word and prayer. He should be sensitive to the leading of the Holy Spirit. He should be a self-starter and an initiative taker. He must demonstrate a teachable spirit, be reliable in fulfilling his tasks, and must exhibit a godly balance of work, home-life, and leisure.

Along with godly character he must possess the skills necessary to serve in his role. He must specifically excel in theological understanding, teaching, inter-personal skills, visioning, evangelism, and relating to ethnically diverse peoples. He must be able to contribute to the vision of the PT, be an articulate communicator of that vision, and be effective in implementing it. He should possess the administrative, organizational and communication skills necessary to work well within the context of a small church with multiple staff and be able to balance ministry leadership with administrative needs. He must be theologically consistent with FEBPAC and DHBC. He also must manifest a wholehearted support for the leadership of the church in general and specifically for the SP, sharing his vision and heart, meeting regularly with the SP to ensure a close partnership in the ministry.

Although formal education is not a requirement a Masters degree in a related discipline is preferable.

IV. General Responsibilities

1. Maintain regular office hours and availability for general pastoral responsibilities.
2. Faithfully attend all relevant church events.
3. Be available for participating and leading in weekend services or other DHBC gatherings.
4. Together with the SP and PT assist in developing a vision for discipleship and evangelism.
5. Maintain good communication, cooperation and coordination with the PT and staff of DHBC.
6. Along with the SP and the Deacon of Children and Youth, provide care and support for the congregation.

V. Specific Responsibilities

1. Director of DHBC's L.E.A.D. program

- a. Launching in January 2012, L.E.A.D is a 2-year church based leadership program designed to equip and multiply Christians to serve as leaders in the local church. As leaders reproduce more leaders we aim to plant healthy gospel-centred churches that reach the city for Jesus Christ. Rather than sending potential leaders away from the church for training,

L.E.A.D. offers a unique philosophy that develops leaders from within the local church. The program seeks to identify Christian men and women with gifts for church leadership in order to prepare them for roles such as elders, deacons, small group leaders, evangelists, music leaders, children's workers, youth leaders...etc. L.E.A.D. gives these individuals, called "protégés"¹, the opportunity to participate in a broad spectrum of leadership development under the guidance of mature coaches. L.E.A.D. aims to graduate leaders who exhibit godly character, who possess core competencies in Christian leadership, and who demonstrate strong theological understanding. Our dream is to multiply Christian leaders in order that we might be able to plant churches throughout the city of Vancouver.

- b. The AP shall be responsible to oversee and direct the entire L.E.A.D. program. These responsibilities include, but are not limited to, selecting and training coaches, selecting and training protégés, developing all necessary materials, jointly teaching the theological courses, and coaching 1-2 protégés.

2. Director of DHBC's Discipleship program

- a. DHBC's Vision 2014 document states that, "by January 2013 DHBC will, by God's grace, launch a 2-year discipleship-training program." The AP will be responsible, in conjunction with the PT to develop, implement, and oversee this program.

3. Director of Evangelism

- a. Description: One of the present needs of DHBC is to develop a strategic plan that answers the question, "How do we corporately and individually be more effective in reaching this city with the gospel of Jesus Christ?" The role of the AP, alongside the PT, will be to envision and implement how this will be accomplished. Sample questions to consider: how do we equip individual members to be effective in their personal evangelism? How can we use the relationships we already have with Crown Street Kids Club and 'Mommy and Me' to reach our community? How can DHBC reach UBC and the schools around us?

4. Preaching

- a. At the direction of the SP the associate pastor will preach on Sunday mornings. This will likely be 5-10 times per year.

This job posting will close on January 31, 2012. Potential candidates will be contacted by February 15, 2012. Please submit your application and resume to Pastor Barton Priebe at barton@dhbc.ca For more information on the church see www.dhbc.ca

¹ "Protégé" is a French term referring to a person whose welfare, training, or career are promoted through the support of another person. "Protégé" should not be confused with "prodigy", which refers to an unusually and highly gifted person.