

Job Posting:
Director of Emerging Leadership Systems
BC and Yukon District of the PAOC



Position Description:

Full-time, 37.5 hours per week, office hours Mon-Fri 8:30 am to 4:30 pm (plus some ministry-related travel, which is compensated with time off in lieu).

Salary commensurate with BCYD Ministry Lead Team compensation grid.

- Salary range: \$75,000 to \$90,000 per year, plus benefits

Reports to the District Superintendent.

Office located at 20411 Douglas Cres, Langley.

Spiritual Qualifications:

I Peter 5:2-7, I Timothy 3:1-7

A Credential holder in good standing with the Pentecostal Assemblies of Canada or someone of whom the District Leadership Team approves.

Personal Spiritual Disciplines:

Shall demonstrate a mature and growing relationship with God.

Shall demonstrate experience in ministerial leadership (minimum 3 years)

Shall demonstrate a strong knowledge of God's Word and its application to personal living

Shall uphold the standards of holiness as outlined in the PAOC General Constitution and Bylaws, and Ministerial Code of Ethics.

Shall abide by the BCYD Office Staff Policy Manual

Interpersonal Relationships:

Shall demonstrate wisdom and sound decision-making abilities.

Shall demonstrate maturity in conflict resolution.

Shall demonstrate an alignment of core values with the organizational culture, values and goals of the BCYD.

Administrative Competency:

Shall possess a proven track record and proficiency in developing ministry leaders for local church contexts in rural, remote, intercultural, urban and suburban settings.

Shall demonstrate the ability to develop volunteer and bi-vocational ministry leaders who serve local churches and ministry organizations.

Shall possess a superior knowledge of local church governance, financial management, budgeting, missions, and ministry operations.

Shall demonstrate superior verbal and written communication skills.

Overall Mandate:

To strengthen and extend the ministry of the local churches and credential holders within our ministry network.

To implement our network's three missional priorities... 1) **Health**, of clergy and churches; 2) **Development**, of leaders and 3) **Multiplication**, of churches and ministries; with a specific focus on Leadership Development.

Specific Responsibilities:

EXPANSION OF BCYD'S LEADERSHIP PIPELINE.

- To develop and implement a vision and mission to identify, develop, disciple and multiply leaders within the BC and Yukon district network.
- To speak at churches, schools, district-sponsored camps, conferences and retreats when the district schedule permits, to promote the specific call of God on individuals.

RECRUITMENT, TRAINING AND DEPLOYMENT OF LEADERS.

- To identify and activate emerging leaders.
- To identify and equip foreign-born missionary pastors.
- To identify and equip second-career leaders, volunteers in ministry, chaplains, specialists, and apprentices with leadership resources and strategies.
- To assist district leaders with pastoral transition, new church plants, and those seeking support-staff to deploy leaders in local contexts.

RESOURCE DEVELOPMENT.

- To establish an annual ministry budget for approval by the District Leadership Team and to develop additional funding sources (e.g. donations, sponsorships, grants, etc.).
- To develop and distribute discipleship and leadership materials.
- To coordinate special events (conferences/seminars) in our district related to leadership development (e.g., ReGroup, Clinics, Learning Labs, Cohorts, etc.).

PARTNER WITH SUMMIT PACIFIC COLLEGE.

- To bridge communication between SPC Students and Local Church Leaders.
- To provide coaching/consultation for leaders of local churches and ministry organizations with the BCYD regarding recruiting and developing students.
- To envision and develop a unified launch of graduates into appropriate channels of ministry within the BCYD.
- Engage SPC in the development of student internships within local churches and ministry organizations.

District and International Office Committee Responsibilities:

To assist in the planning and implementation of our District's annual Pastor's Camp, ReGroup Seminars, Annual General Meeting and LeadForward Conference.
To participate as a member of the District's Ministry Lead Team (MLT).
To participate as a member of the appropriate PAOC Mission Canada Guiding Group.

Closing Date for Applications: March 31st, 2025 4:30 pm

Please forward a copy of your curriculum vitae or ministry resume to:

Attention: Search Committee

Director of Emerging Leadership Systems
Pentecostal Assemblies of Canada – BC/Yukon District
20411 Douglas Cres. Langley, BC, V3A-4B6

Email: info@bcyd.ca Please note: Electronic applications are preferred.