

Ministry Opportunity

February 2025

Role: **Lead Pastor**

Affiliation: **Pentecostal Assemblies of Canada**

Position Type: **Full time**

Total Compensation Range: **\$75,000 to \$95,000**

Location: **7416 Victoria Drive, Vancouver, BC, V5P 3Z3**

Website: www.harvestcitychurch.com

REQUIRED QUALIFICATIONS, SKILLS & EXPERIENCE

1. Must hold current credentials and be ordained with the Pentecostal Assemblies of Canada (PAOC); however, we are willing to assist with the process to obtain this for select applicants.
2. Must be a person who meets the scriptural prerequisites for the position found in 1 Timothy 3:1-7, Titus 1, 1 Peter 5:2 and Matthew 28:19-20.
3. Have recent and significant ministry experience, preferably as a lead pastor or associate pastor at a midsize church.
4. Be an experienced, Holy Spirit-led individual of character & integrity.
5. Possess strong and in-depth scriptural knowledge and be able to communicate how to apply that to daily life in a clear and relatable way.
6. Be approachable, welcoming and authentic.
7. Must demonstrate the ability to cast vision, lead, train/equip and support ministry staff and volunteers for a season of continued growth.
8. Work in partnership with the Board to oversee the administration & management of church operations and renovations, as well as budgeting & financial planning.

PREFERRED QUALIFICATIONS, SKILLS & EXPERIENCE

1. Bachelor's degree or advanced degree in theology, religious studies, or a related field.
2. Although not required, experience with large building renovation/repairs project(s) would be an asset as HCC expects to be undertaking some major repairs soon.
3. Experience as a lead pastor of a church with >100 attendees and/or associate pastor of a church with >150 attendees.
4. Experience at a church during a period of significant growth.

APPLICATION PROCESS:

Please view our Church Community Profile below for more information about who we are as a community. If you wish to explore this opportunity further, and through prayer and fasting you discern God is calling you to lead us in this next season of growth and revival; please respond by email to info@bcyd.ca (Attn: Ken Russell) to apply

- Completed Pastoral Information Form (printable and digital available)
- A link to your digital sermon archive

Harvest City Church Community Profile

February 2025

Our identity:

Harvest City Church (HCC) is a multicultural and multigenerational Spirit-filled family of faith. We are a committed, authentic Christian community dedicated to seeing transformation of lives by the power of the Gospel of Jesus Christ.

We have a core of very long-term members, but have also been growing rapidly over the past few years with over 40% having begun attendance at HCC within the past 3 years. Average attendance is now ~110 per Sunday service and continues to grow.

Whether recent to HCC or not, our congregants are serious about living out their faith and are very committed with more than 89% indicating attendance 3 or more Sundays per month.

Creation and participation in different small groups and ministries is also increasing, with over 50% participating in one or more additional activities.

Two core strengths of HCC are prayer and worship, with large, strong, growing and diverse teams for both. We also prioritize the welcoming of newcomers, fellowship and providing opportunities to serve and engage in the life and ministry HCC.

Our mission:

Is to make disciples and equip leaders who know God, walk in their identity in Christ and advance the Kingdom of God on the earth in the Spirit's power.

Encounter: We are committed to pursuing and encountering the presence of God **Equip:** Effective discipleship through teaching and training, to manifest the character and likeness of Christ on earth

Empower: We are committed in an intentional process to discover and develop God's Kingdom purpose for our lives

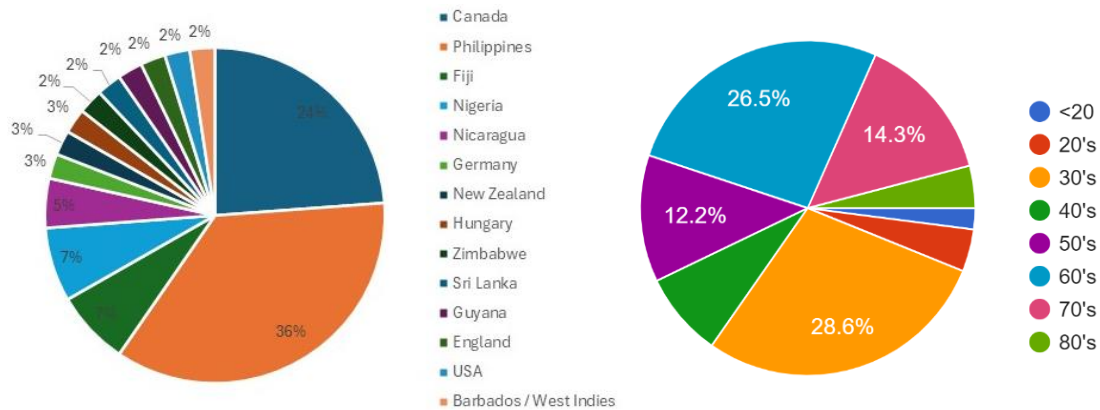
Our congregation currently feels most led to serve and make disciples through local ministry and outreach to the immediate neighborhood and community, though we remain open to the guidance of the Holy Spirit and God's plan for His Church.

Our Community:

The Church is located in Vancouver, BC at 7416 Victoria Drive. Vancouver City proper has a population of ~680,00. HCC is located on the south-east side of the city in the community of Victoria- Fraserview-South Burnaby which has a population of ~120,000.

From the 2021 census, Victoria- Fraserview-South Burnaby demographic is 40% East Asian, 21% European, 14% Southeast Asian, 14% South Asian, 10% others.

One long defining characteristic of HCC has been its diversity, with a wide spectrum of ages, cultures and socioeconomic backgrounds that reflect the diversity of the region we live in. Despite this variety, we truly are a family that is one in Christ who fellowships together and works harmoniously to grow His Kingdom.



Although located in Vancouver, we are very close to Burnaby, Richmond and New Westminister and draw ~33% of our congregation from those surrounding communities.

For a church of our size, we have a lot of families who attend regularly. We have a vibrant children and youth ministry with 10-20 children each week in Sunday school and ~10 older teens who either assist with the children's ministry or attend the regular service.

Our Ministries:

We have a variety of different volunteer run ministries including:

- Coffee Connect - Fellowship and hospitality is one of our strengths. No one wants to miss our monthly international potlucks.
- Weekly pre-service prayer meeting
- Children and youth ministry
- Variety of different Small Groups / Bible Studies
- Periodic Alpha courses
- Bread ministry that has been running for many years
- Partnership with City Reach to host different events, such as Back to School Blast.
- Ongoing support to a Children's Ukraine Ministry that we have partnered in since 2000. The current hostilities have led to changes in this ministry; however, we remain committed in supporting children in crises through finances and prayer.

Our Facilities:

- The building is 27,230 square feet.

Main Level:

- Sanctuary seats 830 (main floor plus balcony)
- Enclosed, but visible, room for families/young children at rear of sanctuary.

- Recently renovated (2024) office area.
- Recently replaced two roof sections, installed new alarm system and replaced locks/keys to separate the facility into multiple secure areas.
- Baptismal tank (behind the stage)
- 77 Parking stalls on site, but planning to reduce to 66
- Multipurpose “Chapman” Hall, 262 capacity
- Kitchen suitable for serving, but not food preparation (performed downstairs).
- Auditorium sound equipment, new lighting system, projection equipment with two screens, grand piano, new keyboard and drum set with enclosure.

Lower level:

- Child Daycare center for 16-20 children (currently fully occupied and staffed).
- Kitchen suitable for food preparation.
- Numerous multi purpose rooms, including several that were recently renovated.

NOTE: Although HCC has a very large, fully functioning and beautiful sanctuary and other facilities, parts of the building are in need of significant repairs including large portions of the building envelope and roof, HVAC and some internal facility repairs and upgrades due to age and/or water damage. A plan is already in motion to raise the required funds through the sale of a small parcel the land so as not to burden the congregation. We expect this to begin within the next 12 months. We do not expect the lead pastor to manage this project themselves, but experience in this area would still be an asset.

Our Staffing:

- Full time Lead Pastor - vacant as of Nov 6 2024, Pastor Rob McIntyre to serve as Interim Pastor.
- Part time Administrator - paid staff position, mornings
- Children’s / Youth Leader (volunteer)
- Worship: all volunteer with several large teams and strong leadership
- Subcontracted bookkeeper
- Subcontracted janitor
- In facility daycare (run independently with paid staff)
- Church Board (6 serving under Pastor’s council model)

Our Financials:

- No mortgage or other significant debt
- Balanced church budget
- Profitable daycare
- Long-term facility rental with Mandarin speaking church as well as some short-term rentals
- Currently in the process of selling a small parcel of land to pay for building renovations.