



Associate Pastor (or Ministry Director)

The Associate Pastor is a qualified woman or man who directs the faithful stewardship and implementation of our ministries and operations. Their primary pastoral responsibility is to oversee the implementation of our Community Group vision and to develop leaders.

Additional pastoral responsibilities focus around spiritual formation, such as: pastoral care, Catechism, leading through Word and Sacrament on Sundays, and equipping people for building up the body of Christ in love.

Understanding that no area of ministry at St. Peter's Fireside stands alone, and that all team members lead with a passion for the health of the overall church, the Associate Pastor will be called upon to serve in other ministry duties from time to time at the discretion and request of the Lead Pastor.

DESCRIPTION

TYPE OF POSITION

Full Time

WORKING HOURS

- Flexible, based on some ministry needing to be done on evenings
- Regular attendance is required at most meetings as well church wide events
- Sunday mornings
- Required Sabbath, consisting of a weekly 24 hour period of rest from work related to all aspects of ministry

COMPENSATION

Negotiable according to experience and education; extended health benefits, and pension.

VACATION AND LEAVE

- 4-6 weeks, and flex time between Christmas and New Years
- Flexible Sick/Mental Health days, and personal days.

REPORTS TO

Lead Pastor

Executive

The executive work of this role focuses on directing the faithful stewardship and implementation of our ministries and operations. Responsibilities include:

- Collaborates with our Lead Pastor and Leadership Team in the faithful stewardship of our vision and resources; helps oversee ministries (such as Community Groups, Catechism, and Care Teams) and ensures the aims and objectives of each ministry are being fulfilled
- Manages our staff: Ministry Coordinator, St. Pete's Kids Director (part-time), Worship Director (part-time), Curates/Interns (part-time); and empowers them to fulfill their roles and responsibilities; schedules and conducts regular coaching sessions as well as bi-annual reviews
- Collaborates with our Treasurer and accountant to steward our financial resources: oversees the annual budget process; supervises the monthly financial management responsibilities of our Ministry Coordinator
- Collaborates with our Leadership Team to provide HR management

Community Groups and Leader Development

The primary pastoral responsibility of this role is to oversee the implementation of our Community Group vision and develop leaders. Responsibilities include:

- Casts vision and provides direction for the methodology of our Community Groups; empowers engagement with our Outward Partners (such as More Than A Roof, Kinbrace, and Jacob's Well); implements our bi-annual strategy of select groups running our 10-week Rhythms for Life
- Recruits and develops gospel-centred, missional leaders who grow in character as they equip and serve others; nurtures a culture of multiplying leaders and groups
- Provides regular training and support for leaders and provides mentorship opportunities for leaders (both personally and connecting to other mentors); works alongside leaders in the pursuit of spiritually vibrant and healthy groups

Spiritual Formation

The additional pastoral responsibilities of this role focus around spiritual formation. Responsibilities include:

- Develops and implements our spiritual formation strategy; oversees spiritual formation through ministries such as Community Groups, Rhythms For Life, and Equip and Build
- Teaches Catechism annually and/or trains catechists to lead Catechism; offers baptism preparation as needed
- Oversees and develops the Care Team, and provides proactive and reactive pastoral care to the congregation
- Leads liturgy, prayers, and Communion in Sunday worship; serves in other roles as needed; preaches up to ten times per year (OPTIONAL/NEGOTIABLE)

Who are we looking for?

The successful candidate will be enamored with the gospel of grace. They will demonstrate the competency to take ownership of an existing vision and design (or improve) the structures to implement it. They will understand that organizational management is an expression of pastoral care. They will faithfully endure in the patient and slow ferment that is discipling the people of God into Christlikeness and active participants in the mission of God. They will be in agreement with the doctrinal distinctives of St. Peter's Fireside and the theological stances of the Anglican Network in Canada, and will embrace the vision, mission, values, and ethos of St. Peter's Fireside.

The ideal candidate will embody and/or aspire to the following qualities:

TEACHING – You equip followers of Christ through biblical wisdom and guidance with gentleness and respect. You work to accurately handle God's Word and apply it to life and our current cultural context. You try to protect the community of faith by gently confuting those who contradict the gospel. You are more committed to the Kingdom than any political ideology.

GROWTH MINDSET – You are open to new perspectives, able to be taught by others, and have epistemological humility. You are open to receive instruction, take directions, and be corrected. You lead with a desire to learn and therefore a tendency to embrace challenges, persist in the face of setbacks, see effort as the path to maturity, learn from criticism, and find lessons and inspiration in the success of others.

LEADERSHIP – You patiently build trust with people as caregiver for God's household. You show emotional intelligence, discerning the time to speak and the time to remain silent. You counsel people with biblical truth, without using proof texts as bandages or bludgeons. You learn to sit in grief and rejoice in celebration. You lead by pointing to Jesus.

COLLABORATIVE – You work alongside others, listen to different perspectives, and work collaboratively to discern a way forward. You aspire to be an effective team member and builder who seeks to strengthen relationships, group cohesiveness, and create ownership of ministries by empowering the giftedness of others.

MENTORSHIP – You empower people to grow in Christlikeness and desire to help people to fulfill their particular callings to follow Christ. You can supervise others and exhibit the ability to encourage and challenge them to faithfully steward their roles, responsibilities, and resources. You can offer feedback constructively, graciously, and truthfully.

HOLINESS – You demonstrate a personal lifestyle consistent with Gospel standards and godliness. You aspire to consistently grow and seek the development of Christ-like character by taking care of yourself through a personal and prayerful relationship with Christ.

ORGANIZED, ADMINISTRATIVE, INTRINSICALLY MOTIVATED – You can prioritize and manage the challenge of multiple high-level responsibilities. You work your calendar and plan in advance. You can develop and implement strategies. You can even navigate spreadsheets. (You don't have to be an accountant, but numbers and financial statements don't scare you.) You are a self-starter with a strong work ethic.

Experience and Education

The successful candidate will have previous experience in leadership and pastoral responsibilities in a local church context (3+ years) or equivalent experience in another industry; or they will exhibit the competency and readiness to grow into this role.

Theological education is a requisite (ideally a Masters level degree) and can be pursued in tandem. In the case of a candidate from outside the Anglican tradition, they must be open to pursuing ordination and will hold this position as Ministry Director until they are ordained (usually a two year process).

How to Apply

We are committed to the equal treatment of all people without discrimination. We welcome applications from anyone who may contribute to representing the full diversity of God's people in the pursuit of our vision, mission, values, and theological distinctives.

Applications must include a cover letter, resume, and one written reference. This initial one-page reference simply needs to affirm your suitability for this position. Our intention is for the ideal candidate to begin September 1, 2022.

Applications can be submitted to JOBS@STPETERSFIRESIDE.ORG



ABOUT US

Our Story

We have a story. It's not tidy. It is more like working with charcoal. We are messy like our namesake. While Jesus was on trial, St. Peter denied knowing him not once, but three times. He wept bitterly, alone in his failure, as Christ headed to the cross. Yet after the resurrection we discover the most beautiful scene. Peter isn't alone, he is with Jesus. They are sharing breakfast on the shores of Galilee. Jesus meets Peter with love, forgiveness, and most of all grace. As grace gets into Peter's bones and settles in his soul, his calling is renewed: Jesus sends him out into the world to share this good, beautiful, and entirely true story of resurrection, love, forgiveness, and most of all grace. The good news is that this is our story too. We want to be a people who know our need for grace, who experience Christ's love, and who are sent out into the world to share his joyful presence.

Our Vision, Mission, and Beliefs

Our vision is simple: Jesus is alive and is renewing everything. He meets us with grace and he sends us out into the world to bear witness to his coming kingdom. What could be more exciting than his invitation to join God in the renewal of all things? Our mission is to create spaces for people to discover the goodness of God, to experience formation into Christlikeness, and to participate in the mission of God.

All applicants are expected to be in theological agreement with our statements of faith and to disclose any areas of disagreement in the 39 Articles and Jerusalem Declaration. Our theological distinctives can be read at STPF.CA/THEOLOGY

Our History

One of our favourite things about our story is how much we are entirely dependent upon the Church. St. Peter's Fireside is not just the story of a handful of people who decided to plant a church. It's the story of multiple denominations and networks collaborating together to see something new born in Vancouver. Our story emerges from the conviction that we can do more together than apart. It's the story of hundreds of individuals from all around the world who committed to pray and give financially, while never actually "belonging" to St. Peter's Fireside itself. In 2011, Summit Church in Orlando, FL commissioned Alastair and Julia Sterne to begin a new church in Vancouver, B.C. They were assessed by C2C Collective, a church planting organization in Canada, and then spent six weeks in New York City being equipped by Redeemer City to City. Once they relocated to Vancouver, they partnered with these networks, along with St. John's Vancouver to begin a new parish in the Anglican Network in Canada.

In the fall of 2012, the launch team of St. Peter's began meetings in homes in downtown Vancouver. We started weekly services in November of 2013. Since then St. Peter's has flourished and grown into a vibrant church that has its eyes fixed on Jesus and the city we live in. Our history so far is short. Our hope as a church is to find our place in the living history of the Church. We don't just have our generation in mind, or the next, but the generation that comes after. How do we continue to fight the good fight for the foundation laid by the Apostles and Jesus Christ himself so long ago? That's the heart of our mission: proclaiming the historic good news of Jesus and passing it on to those who come next. Because the gospel always comes to us on its way to someone else.

Our Composition

St. Peter's Fireside is located in the centre of downtown Vancouver. We are gospel-centred, Spirit-empowered, and distinctly Anglican. We are a parish in the Anglican Network in Canada (ACNA), and part of the Redeemer City to City network of church plants. Although we are part of the Anglican tradition, two thirds of our members come from an array of different Christian backgrounds, and several are new or returning to faith. The majority of our church is between the age of 20 and 35, roughly one third of our members are

students, and we have a growing number of young families with most children being under the age of 8. Although we are predominantly young, we are slowly diversifying in age, socio-economic status, and ethnicity.

The pandemic has changed our church. Like many churches, we have seen a reduction in members and finances by roughly 30%. However, since we have resumed in-person worship we have seen our service downtown slowly growing again and we continue to welcome new people and members. Presently, +/- 130 of our adult members are actively engaged in worship and Community Groups (either in-person or online). Our annual budget is presently \$570,000.

Our Values

We value many things as a community, but our core values help us stay focused on our unique calling as St. Peter's Fireside:

UNDER AUTHORITY – We are citizens of the kingdom of God, not culture, led by Jesus through his Word, Spirit, and Church

DEFAULT TO PRAYER – We desire prayer to be as natural as breathing, because we encounter God more deeply through it

INTERDEPENDENCE – We need each other because every Christian plays an important part in the body

INTEGRATED FAITH – From our heads and hearts down to our feet, in our homes and work and everywhere in-between, Jesus transforms every part of our lives

JOY OF SALVATION – The gospel isn't just news, it's really good news! And it always comes to us on its way to somebody else

Our staff upholds the following values as a team:

ABIDE ALWAYS – Abiding is making Spirit-empowered attachment to Jesus our greatest priority

STEWARD WISELY – Stewardship is wisely caring and investing into what has been entrusted to us (our role, responsibilities, and resources) and evaluating how we relate to these things

CELEBRATE LIMITS – Celebrating limits is honouring our humanity by practicing healthy boundaries because we trust God works through us and without us

ABOUT US

