



## Youth Pastor Position Posting – Bramalea Alliance Church

### About our Congregation

Bramalea Alliance Church is a family of believers that has as its core values God's Word, seeing God's love in action, outreach and evangelism, leadership development, and being a multigenerational family. Our current staff team all have a heart for the Lord and a strong calling, as well as a great work ethic.

We are an established congregation in the community of Brampton, Ontario (since 1974). Over 350 people would consider Bramalea Alliance their church home, with an average attendance of approximately 300 people each Sunday morning (pre-pandemic). Our current pastoral staff consists of a Lead/Senior Pastor, an Associate Pastor, a Pastor of Worship & Creative Arts, and a Children's Pastor. The support staff includes an Office Manager, a Church Administrator and a part-time Custodian. Bramalea Alliance Church is a well-maintained facility (built in 1984) and is in a healthy financial position.

Our church has an active outreach among young families in the community, including a very active, well-known mid-week Children's program and an annual summer camp called VBX. We have Jr. High (Grade 6 -8) meeting on Tuesday nights, Sr. High (Grade 9-12) on Thursday nights and Young Adults & Quizzing programs on Sundays. We also hold large family community outreach events such as the Community Clothing Give and the Hallowe'en alternative Harvest Party event. While a significant segment of the congregation is young (with younger families attracted to our vibrant children's and youth programs), the church family also includes a large and enthusiastic group of those over 50. We have programs for all ages, including a Men's Ministry, a Women's Ministry, a Young Adults ministry and a small group ministry.

The Brampton community is a rapidly growing, profoundly multicultural city of over 700,000 in the greater Toronto area (GTA). Brampton is home to a broad variety of industries, high-tech research and development, and financial services. It is also home for many commuters who work in the GTA. As large numbers of immigrants, notably from India, Pakistan, the Caribbean, and South Asia continue to settle in Brampton, the city's multicultural flavour is becoming increasingly pronounced.

We are currently seeking God's direction in finding an individual to join our pastoral team with oversight for our **Youth Ministries'** full time.

### **The Opportunity**

As a fulltime salary-paid position and part of the church leadership, the pastor to youths and their families (Youth Pastor) reports directly to our Lead / Senior Pastor.

In this position, the Youth Pastor will provide general oversight to the whole spectrum of youth ministries (grades 6-12) and young adult ministries (18-30 age range).

The ultimate goal of the Youth Pastor is to build/grow a sustainable, Christ centered, laity-driven, comprehensive network that addresses the spiritual, social, and emotional needs of youth in the church and our community, and their families. This will involve creating a vision and developing a strategic plan for all youth ministries within the overall umbrella of BAC.

### **Responsibilities**

- Lead the Youth Ministries leadership team
- Recruit, equip, and empower youth ministry leaders and volunteers
- Develop and coordinate classes and programmes for youths that lead them to spiritual maturity
- Carry out evangelistic ministries that bring youths to faith in Jesus Christ
- Provide for education and pastoral care and counselling for families of youths
- Coordinate youth ministry events and programmes with the rest of the church
- Network with other youth ministry professionals in our denomination and community outreach

### **Qualifications**

- A vital, personal relationship with the Lord Jesus Christ
- A calling from the Lord to pastoral ministry with youths and their families
- Training and education in youth ministry (BRE. BTH.)
- Experience in youth ministry
- A desire to serve God in a profoundly multicultural, urban context
- Is in alignment with the core values of BAC [Link](#), as well as our statement of faith [Link](#)

### **Working Relationships**

- Reports to the Lead/Senior Pastor (or his designate) and through him to the Board of Elders
- Works alongside the church staff team and youth ministry leaders
- Persons reporting to the Pastor to Youth and their families are lay ministry leaders and volunteers and, when appropriate, interns and summer grants individuals.

- Participates in the staff meetings, retreats and other staff functions as may be determined by the Lead/Senior Pastor or his designate.
- Participates in professional development when and where appropriate. Time and resources will be budgeted to enable such experiences on an annual basis.

### **Denominational Requirements**

The successful candidate must be accredited or eligible for licensing with The Christian and Missionary Alliance as a requirement of employment. The candidate must be supportive of our giving streams, missionary structure and network system of the Central Canadian District of the Christian and Missionary Alliance in Canada.

### **Application Process**

Submit your resume, along with a cover letter CLEARLY stating i) your reasons for applying, as well as ii) your compensation expectations, to Rev. Scott Phinnemore and the Youth Pastor Search Team at [office@bachurch.com](mailto:office@bachurch.com)

**Applications are to be received no later than noon on February 15<sup>th</sup> 2022**, with interviews commencing by the end of that month.

All applications will be acknowledged when received.

### **Note from the Lead/Senior Pastor**



If you are reading this, then there is potential that you may be joining the staff team at BAC and I wanted to give you some insights or you might say a “heads up”.

I am personally looking for a person who has a calling to youth ministry. Having been passionately involved in youth ministry for 20 years as a volunteer and pastor I know of few other ministries that are as exciting or challenging as youth ministry. Having a heart for Jesus and youth go a long way in making a lasting impact. Yes, you need skills and qualifications, but if you are missing the heart for youth, you need not apply. This is not “just” a job, or a steppingstone, and Youth ministry is of vast importance. If you read that and get excited, you might be our person.

Please understand that our heart is for the youth ministry to be a part of the stream of ministry in this church family. It is **not** an island; it is not out there on its own but is an important part of who we are as a church family. Working together, alongside the other ministry as a family is of huge importance. One of the most important connections is between kids’ ministry and youth ministry, with all the shared transitions that happen along the way. We hope for our students to grow

a heart of worship, and to see them worship and be a part of the greater worship community at BAC. This speaks to the family we are and desire to be, and we have a history of our youth giving leadership in congregational worship on Sundays.

Our staff team is a tight-knit group, and it is our heart to be that way. To say we value team would be an understatement. If you are to join this team you will want to come in with your eyes open that this is something we value very much. "All hands-on deck" is a phrase that gets tossed around a few times every year as we pull together to help one another. We are all capable of working independently, but we are way, WAY better together. Our staff team does two, three-day staff retreats a year where we get away to spend time seeking the Lord in prayer, to connect with each other, to grow in our leadership, and to have fun together as a team. The employment profile gives you the body of the work we need done but I wanted you to see a little of the heart behind the team that the Lord uses to make it happen. May the Lord lead as you seek to find if this is the place for you. 😊

Cheerfully,

Rev. Scott Phinnemore

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- [Website](#)
- [Instagram](#)
- [Facebook](#)
- [YouTube](#)