**HIGHWAY CHRISTIAN FELLOWSHIP**

**PROPOSAL & JOB DESCRIPTION**

**NEXT GEN PASTOR- Children’s & Teen Ministry**

Highway Christian Fellowship in Sidney BC, has an opportunity for a Next Gen Pastor with a focus on children and teen ministry.

**THE COMMUNITY**

**Sidney** is a town located at the northern end of the [Saanich Peninsula](https://en.wikipedia.org/wiki/Saanich_Peninsula), on [Vancouver Island](https://en.wikipedia.org/wiki/Vancouver_Island). It has a population of approximately 11,583. Sidney is located just east of [Victoria International Airport](https://en.wikipedia.org/wiki/Victoria_International_Airport), and about 6 km (4 mi) south of [BC Ferries](https://en.wikipedia.org/wiki/BC_Ferries)' [Swartz Bay Terminal](https://en.wikipedia.org/wiki/Swartz_Bay_Ferry_Terminal). The town is also the only Canadian port-of-call in the [Washington State Ferries](https://en.wikipedia.org/wiki/Washington_State_Ferries) system, with ferries running from Sidney to the [San Juan Islands](https://en.wikipedia.org/wiki/San_Juan_Islands) and [Anacortes](https://en.wikipedia.org/wiki/Anacortes%2C_Washington). Sidney is located along [Highway 17](https://en.wikipedia.org/wiki/British_Columbia_Highway_17), which bisects the town from north to south. It is generally considered part of the [Victoria](https://en.wikipedia.org/wiki/Victoria%2C_British_Columbia) metropolitan area.

There are approximately 1100 children under the age of 14, or roughly 10 percent of the population plus their parents. There are three public schools in Sidney namely, Sidney Elementary, North Saanich Middle School (our next door neighbor) and Parkland High School. All schools are within walking distance of the church.

There are eight churches in Sidney including HCF and one other Baptist church plant, Ekklesia Community Church. Presently, there is little outreach from the churches into the community. In Sidney, Ekklesia operates an Awana’s program Sunday afternoon.

It is the vision of HCF, that a viable community outreach to the children and their families of Sidney and the Peninsula be established.

**THE CHURCH**

Highway Christian Fellowship just celebrated its 75th anniversary of ministry in Sidney and the Saanich Peninsula. Our average Sunday morning attendance is between 60-80, with up to 100 or more for community events. It is a mix of retirees, middle age and young families.

HCF is affiliated with the BCYD district of the Pentecostal Assemblies of Canada. During the past 75 years, HCF has been built on four priorities which have become pillars of its ministry;

* Children and Youth
* Prayer & Worship
* Strong Bible Teaching
* Missions

While we are a small church, our ministry footprint has been expanding through community outreaches such as THE BIG GIVE, Bikers Blessing, and the Annual Vacation Day Camp and the growing popularity of our monthly Hockey & Hotdog nights.

It is because of the growing ministry footprint that we feel it is time to re-invest in the first pillar, Children and the next generation.

**THE POSITION:**

In concert with the mission of Highway Christian Fellowship, the mission of the Next Gen. Pastor is to ‘*lead children and teens in becoming passionately devoted followers of Jesus who love God and love others.’*

The Next Gen. Pastor shall be in agreement with the Mission, Vision & Values of Highway Christian Fellowship and the Statement of Beliefs of the PAOC.

The Next Gen Pastr, will work closely with the Lead Pastor and have opportunity to gain experience in other areas of ministry as desired.

The Next Gen Pastor is directly accountable to the Lead Pastor, and via him to the HCF Board.

Presently, the children’s and teen ministry consists of three areas;

* Sunday HIGHWAY KIDS Sunday School, a staffed nursery and Teen class ( 11-13)
* Monthly Hockey & Hotdog community outreach
* Annual HIGHWAY KIDS Vacation Day Camp

The Next Gen Pastor would oversee these ministries and in consultation with the Lead Pastor, develop leadership as well as aim to develop ministry to community children and their families such as but not limited too, after school clubs, PD Days, March Break Camp ect.

**RESPONSIBILITIES:** The Next Generation Pastor shall:

* Responsible to the Lead Pastor and work closely with the Children’s Ministry team and Connections Pastor to coach, oversee and empower leaders in children’s/junior youth ministry of HCF.
* Communicate with, develop and deepen relationships within HCF and their families.
* Exercise prayerful and diligent oversight of areas assigned including but not exclusive to Sunday Morning Children’s Ministry, monthly Hotdog and Hockey activities and the annual Vacation Bible School. Develop a visionary team approach to this ministry.
* Perform necessary administration for:
* Plan to Protect
* Team Coordination
* Budgeting for various ministries with Board approval
* Initiate and develop an intentional plan for outreach to community children.

**REQUIRED SKILLS:** The Next Generation Pastor shall demonstrate:

* A heart for God, for children and students with a passion to see each come to know God and grow in a relationship with Him.
* Demonstrate a Godly, inspiring example to children and students (1 Tim 4:12ff).
* Understanding, agreeing with, and living out the mission, vision, values and Statement of Faith of HCF.
* Ability to understand developmental processes of children and youth (physical, emotional and spiritual).
* Spiritual maturity and Christian character as evidenced by the fruit of the Spirit and by the qualities required of Christian leaders (1 Tim 3:1-7).
* An awareness of his/her personality and spiritual gifts and how they interact with others.
* A willingness and ability to contribute to the development of a team-based, equipping ministry philosophy.
* A joyful spirit and humble attitude.
* People skills for connecting with young families.
* Gifts of leadership and teaching (Romans 12).
* Ability to lead worship and play keyboard or guitar (an asset).

**EDUCATION AND EXPERIENCE:** The Next Generation Pastor shall:

* Have experience working with children and leading/developing team leadership.
* Hold or be in the process of obtaining a Bible College/ University degree(s) or diploma in the area of teaching or child development (but not required).
* Pursue and maintain credentials in BC Yukon District of the PAOC.

**EXPECTATIONS**: The Next Generation Pastor shall possess:

* A vibrant faith in and love for Jesus and a Christian life that reflects this.
* A call to church ministry and a pursuit of training to this end.
* A committed, invested, and well-rounded involvement in church life.
* A love for children and youth and a willingness to invest in their spiritual development.
* The ability to teach the Bible and inspire others in their faith and life decisions.
* Ability to plan and direct creative Biblical faith programs.
* Ability to provide pastoral care and support to children, youth and their families.
* Ability to coordinate and lead volunteers in children and student ministries.
* Ability to develop a recruitment strategy for new volunteers that includes volunteer screening, job assignment, training, feedback, evaluation and recognition.
* Ability to work independently as well as in a collaborative team-based environment.
* Ability to provide continuous training and equipping of leaders.
* A recent criminal record check. If a prior criminal record is revealed, this may result in a reconsideration of this person’s appointment.
* Time management to meet weekly with the Lead Pastor to discuss vision and direction for the ministry as well as be accountable for the growth and development of the ministry.
* Ability to develop an intentional discipleship strategy with the Lead Pastor.

**TERMS OF EMPLOYMENT**:

* This is a Part time position that will require employment outside the church. Flexibility will be given to accommodate outside work hours. The position is a minimum of 20 hours per week. Remuneration to be determined by the board of HCF.
* Job evaluation at the end of six months of employment.
* An annual review will be conducted with the Lead Pastor in January of each year.