



Bayview Glen Church

Full-Time Pastoral Staff Position: **FAMILY PASTOR**

Overview

Bayview Glen Church is looking for a gifted pastor who will provide leadership for its Family Ministry. This individual should have demonstrated experience and expertise in developing a comprehensive discipleship program for children, youth, and their families to both encourage believers and to reach those who do not yet know Jesus. The individual should be a high-level leader, a skilled educator, a caring shepherd of God's people, and able to partner with parents to facilitate the spiritual growth of their children.

Bayview Glen Church

Mission:

Bayview Glen Church exists to glorify God, foster community, and make disciples.

Vision:

Bayview Glen Church is a diverse community of Christ-followers that lives out the grace of God, serves the GTA, and reaches the ends of the earth.

History:

Bayview Glen Church (a member of the Christian and Missionary Alliance of Canada) is rooted in a rich, Christ-honouring history. Bayview Glen was originally founded in the heart of Toronto as Avenue Road Church in 1941. For more than 30 years, the Avenue Road congregation grew both spiritually and numerically at its downtown location. Pastors like Dr. A.W. Tozer and Dr. Ken Oppermann served this church faithfully during those early years. In 1970, Avenue Road Church called Arnold Reimer as its next Senior Pastor. God gave Pastor Reimer a vision of the new church location where there would be great opportunity to reach the growing and increasingly diverse population of the Greater Toronto Area (GTA). In 1978, the first service was held here on the campus at Bayview and Steeles and the congregation became known as Bayview Glen Church.

In 2013, Bayview Glen Church celebrated 35 years of productive ministry at their current location; the church stands on the shoulders of the visionary, sacrificial leadership of those that came before and continues to honour Jesus above all else. Bayview Glen maintains a strong commitment to biblical preaching, community service, international missions, and personal evangelism. And with over 100 nationalities represented on any given Sunday morning, the congregation reflects the diversity that has come to define the GTA.

Today:

Today Bayview Glen is a rapidly growing community of nearly 1,000 adults gathering in 2 services per weekend. They are intent in reaching the diverse population of the Greater Toronto Area with the love of Christ and then helping them become mature followers of Christ. Nearly two years ago, Bayview Glen invited Lucas Cooper to become Lead Pastor and the church (staff, elders, and members) are very excited about where he is leading them. He has found his stride as a fantastic communicator/teacher, pastor, and leader. He came from

Scottsdale Bible Church in Arizona where he served as a campus pastor, worship leader, and teacher for several years. Since Lucas came to Bayview Glen, they have been blessed with exponential growth having nearly doubled in attendance in less than two years time. These are indeed exciting times for Bayview Glen Church.

Location:

The last complete census by Statistics Canada estimated there were 2,615,060 people living in Toronto, making it the largest city in Canada and the fifth most populous municipality in North America.

Toronto, the provincial capital, is located in Southern Ontario on the northwestern shore of Lake Ontario, with the original city area lying between the Don and Humber rivers. According to the 2011 Census, the city had 2,615,060 residents while its metropolitan area (GTA) had a population of 5,583,064. Their diversity is reflected in Toronto's ethnic neighborhoods, which include Chinatown, Corso Italia, Greektown, Kensington Market, Koreatown, Little India, Little Italy, Little Jamaica, Little Portugal and Roncesvalles.

In 2011, the most commonly reported religion in Toronto was Christianity with 54.1% of the population adhering to this group. The census reports that a plurality, 28.2%, of the city's population is Catholic, followed by Protestant (11.9%), Christian Orthodox at (4.3%), and other Christian denominations (9.7%). With the city's significant number of Methodist Christians, Toronto was sometimes referred to as the Methodist Rome. Other religions in the city are Islam (8.2%), Hinduism (5.6%), Judaism (3.8%), Buddhism (2.7%), and Sikhism (0.8%). Those with no religious affiliation made up 24.2% of Toronto's population. While English is the predominant language spoken by Torontonians, many other languages have considerable numbers of local speakers. The varieties of Chinese and Italian are the second and third most widely spoken languages at work. The city's 911 emergency services are equipped to respond in over 150 languages.

The history of Toronto began in the late 18th century when the British Crown purchased its land from the Mississaugas of the New Credit. The settlement established there became York, which lieutenant governor John Graves Simcoe designated as the capital of Upper Canada. The city was ransacked in the Battle of York during the War of 1812. In 1834, York became a city and renamed to Toronto. It was damaged in two huge fires in 1849 and 1904. Since 1954, the city occasionally expanded its borders through amalgamation with surrounding municipalities, most recently occurring in 1998. This process has left Toronto with clearly defined neighborhoods that have retained their distinctive nature, earning it the nickname the "City of Neighborhoods".

Toronto is at the heart of the Greater Toronto Area and of the densely populated region in Southern Ontario known as the Golden Horseshoe. Its cosmopolitan and international population reflects its role as an important destination for immigrants to Canada. Toronto is one of the world's most diverse cities by percentage of non-native-born residents, with about 49% of the population born outside Canada.

As Canada's commercial capital, it is home to the Toronto Stock Exchange and the headquarters of Canada's five largest banks. Leading economic sectors in the city include finance, business services, telecommunications, aerospace, transportation, media, arts, publishing, software production, medical research, education, tourism, and engineering. Toronto is considered an alpha world city by the Globalization and World Cities Research

Network and is placed among the Global Leaders in the Global Financial Centres Index. The Economist Intelligence Unit and the Mercer Quality of Living Survey consistently rate Toronto as one of the world's most livable cities.

Toronto theatre and performing arts scene has more than fifty ballet and dance companies, six opera companies, two symphony orchestras and a host of theatres. The city is home to the National Ballet of Canada, the Canadian Opera Company, the Toronto Symphony Orchestra, the Canadian Electronic Ensemble, and the Canadian Stage Company. Each summer, the Canadian Stage Company presents an outdoor Shakespeare production in Toronto's High Park called "Dream in High Park". The production of domestic and foreign film and television is a major local industry. As of 2011, Toronto ranks as the third largest production center for film and television after Los Angeles and New York City, sharing the nickname "Hollywood North" with Vancouver. The Toronto International Film Festival is an annual event celebrating the international film industry.

Where we are headed: In the past 18 months, Bayview Glen has grown from a church of 475 to 850+ on an average Sunday. As a result, Bayview Glen has launched an additional Sunday worship service to accommodate attendance and currently has plans to launch an additional Sunday worship service this fall. We are committed to aggressive outreach in our neighborhood, vibrant family ministry, and community development within our church family all in an effort to make a difference for the Gospel. These initiatives will likely produce additional worship services as we continue to grow.

Candidate Profile

Capabilities and Characteristics:

- Spiritually and emotionally mature Christian with a solid knowledge of God's Word and a passionate desire to boldly speak the truth of the Gospel.
- A gifted servant with extensive experience and demonstrated ability to lead Family Ministries in a growing church.
- Mission-oriented, fully embracing the overall church vision, mission, and values.
- High capacity leader with demonstrated expertise in identifying, developing, equipping, and empowering emerging leaders.
- A proactive "creative strategist" and "energetic implementer" that can envision, develop, take risks, and independently execute plans with excellence yet can also function collaboratively and adapt as needed.
- Excellent organizational, verbal, and written communication skills.
- Ability to oversee the creation and development of authentic, creative, and engaging programs for children and youth, owning the process of how family ministry is prepared, experienced, evaluated, and continually improved.
- A highly relational personality with emotional and intellectual intelligence who loves to sincerely engage with, connect with, and lead a diverse congregation.
- Charismatic leader with a high standard of excellence who is able to recruit, inspire, equip, and disciple other leaders to grow and mature in Christ.
- Articulate communicator with the ability to effectively relate to children and youth on a personal level.
- Healthy self, marriage, and family to weather the stress of long-term ministry.
- Teachable spirit with an approachable nature and a willingness to engage in accountability relationships.

- Confident and sharp yet exudes a humble realization that God is the one at work.

Provides Oversight To:

- Sunday morning children’s ministry staff (Early Childhood Educators (“ECes”))
- Youth ministry staff
- Family Ministries Administrator
- Children’s ministry volunteers
- Youth Ministry volunteers
- Other Family Ministry Staff/Volunteers

Primary Responsibilities:

Vision:

- Develop, coordinate, and manage a comprehensive discipleship program for children, youth, and their families by:
- Creating and implementing a family ministry (ages 0-18) model that reflects and clearly articulates Bayview Glen Church’s mission statement
- Stay current with innovations in children, youth, and family-focused ministries.
- Create an environment where children and youth have such an excellent experience that they are dragging their parents back to church.
- Serve as an advocate for Family Ministries before elders, staff, and congregation.

Programming:

- Create and administer programs that will help children, youth, and families embrace Christ.
- Develop programming that is age-appropriate, engaging, and encourages intentional spiritual growth for families.
- Equip and partner with parents as they raise their children to know Jesus.
- Develop and direct family outreach opportunities through family and community leaders.
- Implement current technology, multimedia equipment, and state of the art programs.

Leadership

- Identify, recruit, train, and mobilize leaders to mentor children, youth, and their families.
- Lead coordinators, teachers, and other staff and volunteers in the children's & student ministries.
- Facilitate an effective biblical education model to serve the families of Bayview Glen Church and to reach unchurched families.
- Lead in recruitment and interviewing/screening of family ministry staff and volunteers.
- Lead in curriculum training for each age group from infant to senior high as well as for special events.
- Work with the Lead Pastor and church staff in order to develop unique strategies for reaching unchurched families.

Administration

- Ensure that there are adequate supplies and resources to aid volunteers who work with children and youth.

- Plan and provide for the security of children, students, and teachers involved with Family Ministry (i.e. security check-in and retrieval, volunteer screening).
- Effectively and responsibly manage the staffing and operational budget for the ministry.

Shepherding

- Assist in directing people to help with and pray about special needs of children, youth, and their families.
- Provide pastoral care or resources as appropriate to encourage healthy families and to nurture families in times of illness, grief, or loss.
- Support parents as they face decisions concerning their child's spiritual walk.

Other information prior to hire: Interviews with search team, pastoral leadership, and elder board. Appointment by Christian and Missionary Alliance (CMA) district superintendent and completion of CMA accreditation (CMA ordination not required).

Reports to: Lead Pastor **Relates closely with:** The Pastoral Leadership team

Minimum Requirements

- Evidences a lifestyle which demonstrates a personal relationship with Jesus Christ and active participation in the local body of Christ.
- Bachelor's degree from an accredited college or university.
- M. Div., Th. M, or similar with a focus on Youth/Family Ministries (preferable but not required).
- Minimum 5 years ministry experience that includes working closely with families, children, and teens.
- Experience in a multi-cultural church setting (preferred but not required).

Compensation Package

- Salary Range: Based on experience
- Full health, dental, and vision benefits
- Retirement package
- Vacation as agreed upon

Contact: Please send resume with cover letter and include "Family Pastor" in the subject line to the attention of Ben Wilson at searchcommittee@bayviewglen.org.

Only applicants considered for an interview will be contacted.