

Job Title: Associate Pastor/Church Planter

Location: Fellowship Baptist Church, Edmonton, AB

Association: Independent

Reports to: Lead Pastor and Elder's Council

Position Type: Full-Time

Church Overview:

Fellowship Baptist Church is a growing congregation located in Edmonton, Alberta, Canada, with a Sunday attendance of approximately 400 people. We are committed to glorifying God and bringing joy to others through a diverse community of disciple-making disciples. Fellowship holds to the historical gospel of Jesus Christ, the great creeds of the Christian faith, a reformed soteriology, and baptist ecclesiology. We seek to be a church that displays the gospel in community, with a strong emphasis on discipleship, a commitment to missions, and church multiplication.

We are prayerfully planning to launch a church plant in 2-3 years' time and seeking a vocational Pastor/planter to help lead this vision while strengthening the core ministries of our current congregation.

Position Summary:

Assist the elders in shepherding the congregation through biblical teaching, leadership development, pastoral care, and strategic ministry initiatives. This role will provide leadership in three key areas with the first two being of primary importance:

1. Pastoral Ministry

- a. **Biblical Counseling** – Provide gospel-centered counseling to individuals, couples, and families.
- b. **Discipleship & Ministry Leadership** – Aid in ministry leader development and equip ministry leaders for growth and service.

2. Church Planting Initiative – Help identify and train leaders, strategize, prepare, and launch a church plant.

This position requires a passion for equipping the church, a clear sense of call to pastoral ministry, and a commitment to the doctrinal distinctives of The Fellowship.

Key Responsibilities:

1. Pastoral Ministry

a. Biblical Counseling & Pastoral Care

- Provide biblical counseling to members and attendees, particularly in areas of marriage, crisis, grief, and personal growth.
- Assist in equipping Life Group leaders in basic counseling skills and pastoral care.
- Maintain confidentiality, professionalism, and compassion in all counseling relationships.
- Assist with hospital and home visits, funerals, weddings, and spiritual care needs as part of the pastoral team.

b. Discipleship & Ministry Oversight

- Oversee adult discipleship strategy, including Sunday Seminar classes, and leadership training.
- Develop, refine, and implement systems to grow and multiply small groups.
- Equip lay leaders for effective ministry and spiritual leadership.
- Preach and teach regularly in Sunday services and other ministry settings as assigned.
- Collaborate with other staff and volunteers to align ministries with the church's mission.

2. Church Planting Vision & Mobilization

- Collaborate with the Lead Pastor and elders to prayerfully plan a future church plant.
- Identify, train, and mentor leaders.
- Build a launch team and oversee church planting preparation phases.
- Engage in community outreach, demographic research, and networking to assess potential planting opportunities.

Qualifications:

Required Qualifications

- A clear testimony of saving faith in Jesus Christ and a growing, Spirit-led life.
- Meet biblical qualifications for eldership (1 Timothy 3:1-7, Titus 1:5-9)
- Agreement with our **Statement of Faith, including the *Niagara 2020 Declaration*, the *Danvers Statement*, and the *Statement on Social Justice and the Gospel*.**
- Demonstrated gifting in leadership, discipleship, and pastoral counselling.
- Strong communicator with sound theological discernment and relational wisdom.
- Team-oriented and humble servant-leader with a passion for equipping others.

Preferred Qualifications

- Bachelor's degree in theology, ministry, or related field (Master of Divinity or equivalent preferred).
- Demonstrated gifting in church planting.
- Proven experience in pastoral ministry (minimum 3–5 years).
- Biblical counseling certification (e.g., ACBC, CCEF) or willingness to pursue training.

Compensation & Benefits:

- Offers a competitive starting salary of at least \$70,000, with final compensation based on personal and professional factors.
- Relocation assistance to support the move to Edmonton can be discussed and tailored to the situation.
- Extended health and dental benefits.
- Ministry expense budget.
- Professional development support.
- Vacation and spiritual renewal leave.

To Apply:

Please submit the following documents to search@fellowshippedmonton.com:

- Cover letter introducing yourself and your sense of call to this ministry.
- Resume detailing ministry experience and education.
- Personal statement of faith and philosophy of ministry.
- 3 references (pastoral, personal, professional).