



# EMMANUEL BAPTIST CHURCH

[emmanuelbaptist.ca](http://emmanuelbaptist.ca)

Emmanuel Baptist Church believes that love and respect should govern the way we interact with one another. Though we may have diverse perspectives on faith, theology, and biblical interpretation, we are drawn together by a love for Jesus, care for one another, a passion for our community, and a desire to invite others to share in this with us. No matter who a person is, where a person comes from, or how a person identifies themselves, there is a place for them within the community life of Emmanuel. We welcome into membership and leadership all who have made a commitment to follow Jesus, without regard to their race, ethnic background, age, gender identity, sexual orientation, income, education, ability, and other factors that give rise to division and marginalization.

We are an inclusive, congregationally led church that is a member of the denomination Canadian Association for Baptist Freedoms (CABF). Our vision is to be God-Dependent, Jesus-Rooted, and Spirit-Led and our mission is to fully love God and all people. Our vision and mission find expression in the values of love, community, diversity, outreach, prayer, scripture, generosity, justice, and creativity.

We are a small but growing church located on the Southeast side of Saskatoon, Saskatchewan. We understand that children and youth are the future of the church and are looking for someone who shares this belief and is excited to spend time with children and youth listening to their stories and helping them understand what it means to love Jesus and emulate his teachings.

We are looking to fill two half-time positions: one working with youth and one working with kids. However, if you are a person who is excited to work with both children and youth **it is possible to combine these two part-time positions into a single full-time position.**

Please read the job description(s) and take some time to consider it. If we seem like a church that resonates with you and this is a position you wish to pursue, please send your resume to: [employment@emmanuelbaptist.ca](mailto:employment@emmanuelbaptist.ca)

# Director of Youth Ministry

## Role Summary

The Director of Youth Ministry helps to accomplish the vision and mission of Emmanuel Baptist Church through the Youth Ministry. This involves giving leadership to all aspects of discipleship and spiritual formation in the lives of youth at EBC, interfacing with their families and caregivers, and building bridges to young people in the broader Saskatoon community. In line with the Emmanuel Vision, Mission and Values, as well as the Emmanuel Statement of Inclusivity, the Director of Youth Ministry will joyfully and diligently engage in practices which nurture health and growth as a follower of Jesus.

## Position Details

- half-time (20 hours per week)
- salary is negotiable based on education and experience but includes benefits and pension plan
- reports to the Pastor of Emmanuel

## Areas of Responsibility

### Programming

1. Oversees the organization of activities for junior and senior high youth (grades 6-12) and the development and execution of a regular rhythm of programs including:
  - Mid-week program(s)
  - Intentional strategy for the Sunday Community Gathering
  - Intentional summer strategy
  - Service Activities
  - Retreats
  - Outreach Trips
2. Recruits, trains, and nurtures volunteers to assist with youth ministry.

### Communication

1. Communicates effectively to youth, volunteers, parents and caregivers, and the community.
  - Develops a strategic and intentional rhythm of teaching that is applicable and relevant to youth
  - Communicates with parents and caregivers in an effective and timely manner
  - Meets regularly with the Emmanuel staff to develop a consistent plan of spiritual formation
  - Meets regularly with the youth ministry volunteers to provide encouragement and direction
  - Creates a team environment among the volunteers and develops avenues of growth and spiritual development

### Resource Allocation

1. Ensures all resources are aligned with the budget
2. Develops innovative solutions to resource challenges

### Risk management

1. Ensures that all volunteers working with youth comply with abuse prevention and safety policies as well as insurance requirements.
2. Is aware of the requirements necessary to adhere to Emmanuel's regulations and policies.

### **Youth Development/Mentoring**

1. Provides care, guidance and mentoring to youth and their caregivers, including youth in crisis within the scope of their role and capacity/training
2. Equips youth ministry volunteers to provide care
3. Network with professional caregivers who can assist

## **Qualifications and Experience**

Applicants must be Canadian citizens or hold the legal status of Permanent Resident in Canada.

A theological degree or an undergraduate degree with some theological education is preferred, along with a minimum of three years work experience with youth; preference will be given to experience gained working within youth ministry. Demonstrated ability to relate to youth and provide age appropriate, effective programming is also required.

### **Required Competencies:**

Evidence of a vibrant faith in Jesus Christ with alignment to Emmanuel's Vision, Mission, Values, as well as Statement of Faith, and Statement of Inclusivity are required.

The following performance competencies are considered essential for success in this position:

#### **1. Teamwork and Collaboration**

Demonstrates the ability to work cooperatively within a team, and with individuals throughout the organization.

#### **2. Knowledge and Expertise**

Demonstrates proficiency in the knowledge and skills specific to the position, and uses expertise to serve the Mission, Vision and Values of Emmanuel.

#### **3. Innovation**

Encourages self and others to challenge conventional practices, employing information from a variety of sources and generating new ways or approaches for how we serve and interact with each other and with the greater community.

#### **4. Relationship Building**

Demonstrates understanding and openness towards others, nurturing and valuing positive relationships.

#### **5. Change Leadership**

Motivates and inspires others to embrace needed and/or desired change, supporting both staff and community in coping with transition and maintaining productivity and growth.

#### **6. Coaching and Developing Others**

Demonstrates desire and ability to help others develop, both practically and spiritually, and provides leadership and support as necessary.

**7. Communication**

Demonstrates an ability to communicate with clarity and impact in a wide variety of settings.

**8. Planning and Goal Setting**

Regularly reviews priorities and plans, adjusting goals as needed, and demonstrating the ability to achieve outcomes despite challenges or obstacles.

**9. Time Management**

Manages time appropriately to achieve the goals and tasks assigned to the job.

# Director of Kids Ministry

## Role Summary

The Director of Kids Ministry helps to accomplish the vision and mission of Emmanuel Baptist Church through the Kids Ministry. This involves giving leadership to all aspects of discipleship and spiritual formation in the lives of kids at EBC, interfacing with their families and caregivers, and building bridges to young people in the broader Saskatoon community. In line with the Emmanuel Vision, Mission and Values, as well as the Emmanuel Statement of Inclusivity, the Director of Kids Ministry will joyfully and diligently engage in practices which nurture health and growth as a follower of Jesus.

## Position Details

- half-time (20 hours per week)
- salary is negotiable based on education and experience but includes benefits and pension plan
- reports to the Pastor of Emmanuel

## Areas of Responsibility

### Programming

3. Oversees the organization of activities for children up to grade 6 and the development and execution of a regular rhythm of programs including:
  - Intentional strategy for the Sunday Community Gathering
  - Intentional strategy for programming outside of the Sunday Community Gathering
  - Intentional summer strategy including planning, staffing, and running a kids camp
  - Service Activities
4. Recruits, trains, and nurtures volunteers to assist with youth ministry.

### Communication

2. Communicates effectively to children, volunteers, parents & caregivers, and the community.
  - Develops a strategic and intentional rhythm of teaching that is applicable and relevant to kids
  - Communicates with parents and caregivers in an effective and timely manner
  - Meets regularly with the Emmanuel staff to develop a consistent plan of spiritual formation
  - Meets regularly with the kids ministry volunteers to provide encouragement and direction
  - Creates a team environment among the volunteers and develops avenues of growth and spiritual development

### Resource Allocation

3. Ensures all resources are aligned with the budget
4. Develops innovative solutions to resource challenges

### Risk management

3. Ensures that all volunteers working with children comply with abuse prevention and safety policies as well as insurance requirements.
4. Is aware of the requirements necessary to adhere to Emmanuel's regulations and policies.

## **Development/Mentoring**

4. Provides care, guidance and mentoring to children within the scope of their role and capacity/training
5. Equips youth leaders to provide care
6. Network with professional caregivers who can assist

## **Qualifications and Experience**

Applicants must be Canadian citizens or hold the legal status of Permanent Resident in Canada.

A theological degree or an undergraduate degree with some theological education is preferred, along with a minimum of three years work experience with children; preference will be given to experience gained working within kids ministry. Demonstrated ability to relate to children and provide age appropriate, effective programming is also required.

### **Required Competencies:**

Evidence of a vibrant faith in Jesus Christ with alignment to Emmanuel's Vision, Mission, Values, as well as Statement of Faith, and Statement of Inclusivity are required.

The following performance competencies are considered essential for success in this position:

#### **1. Teamwork and Collaboration**

Demonstrates the ability to work cooperatively within a team, and with individuals throughout the organization.

#### **2. Knowledge and Expertise**

Demonstrates proficiency in the knowledge and skills specific to the position, and uses expertise to serve the Mission, Vision and Values of Emmanuel.

#### **3. Innovation**

Encourages self and others to challenge conventional practices, employing information from a variety of sources and generating new ways or approaches for how we serve and interact with each other and with the greater community.

#### **4. Relationship Building**

Demonstrates understanding and openness towards others, nurturing and valuing positive relationships.

#### **5. Change Leadership**

Motivates and inspires others to embrace needed and/or desired change, supporting both staff and community in coping with transition and maintaining productivity and growth.

#### **6. Coaching and Developing Others**

Demonstrates desire and ability to help others develop, both practically and spiritually, and provides leadership and support as necessary.

#### **7. Communication**

Demonstrates an ability to communicate with clarity and impact in a wide variety of settings.

#### **8. Planning and Goal Setting**

Regularly reviews priorities and plans, adjusting goals as needed, and demonstrating the ability to achieve outcomes despite challenges or obstacles.

**9. Time Management**

Manages time appropriately to achieve the goals and tasks assigned to the job.