



**If you are looking for an opportunity to grow a thriving small group ministry, help newcomers engage in church life, and develop a discipleship process for new and long-time believers, please consider applying to First Baptist Church!**

First Baptist Church in Lloydminster is part of the [Fellowship of Evangelical Baptist Churches of Canada](#). FBC is a dynamic community of people who care about the Lloydminster area and the families within it. Our mission is to lead people into a growing relationship with Jesus Christ. Our vision is to be a church that everyone wants to attend, and where all who attend grow in their faith and put it into practice. We accomplish our mission and vision through our strategy, to *Think Big, Think Small, Think In, and Think Out*. FBC is an active community with a variety of thriving ministries. It is our hope that at FBC people will find a place to connect and belong, an environment in which they can grow and develop in their faith, and a variety of opportunities to reach outside themselves and serve. FBC has six other full time ministry staff and two full time support staff.

We are looking for an Associate Pastor whose primary responsibilities will be to oversee our small group ministry, to help us continue to improve our system of connecting new and current attenders, and to oversee discipleship opportunities, which currently involves Sunday morning electives.

The greater Lloydminster area is home to approximately 30,000 residents. The city of Lloydminster is a young, vibrant community offering the comfort of a rural lifestyle with the convenience of urban amenities. The community has a variety of facilities promoting local sports, culture, and leisure. The city offers residents public and Catholic schooling, post-secondary education, and training activities. Health services include local doctors, a fully equipped regional hospital, health centers, and seniors' care. Shopping includes an ever-growing inventory of national retailers, local boutiques, and dining options.

**Currently, FBC has 22 small groups with just over 200 people attending.** A large portion of your job description will focus on developing material for small groups (we use a sermon-based approach), communicating with small group coaches, and training and recruiting small group facilitators.

FBC has been growing over the past number of years. **In the last three years, we have seen an average growth in attendance of 12.21% per year.** We want to do our best to make everyone feel welcome when they attend FBC, and we want them to have easy onramps for their next steps of engagement, whether they have been here for years or if they are brand new attenders.

FBC is looking for a start date by September 2026, for this position. If you are passionate about small groups and want to see people grow in their commitment to Christ and the local church, we would love to hear about your passion and vision for ministry!

Please apply by contacting: [recruiting@fbclloyd.ca](mailto:recruiting@fbclloyd.ca)

Check us out at <https://www.fbclloyd.ca/>

## **Associate Pastor – Job Description**

The Associate Pastor is accountable to the Elders Board through the Lead Pastor and reports directly to the Executive Pastor. All Board authority delegated to a staff member of the church is delegated through the Lead Pastor.

The Associate Pastor is a person who seeks to love God with all his heart, soul, mind and strength. Maturing as a follower of Christ, he demonstrates character that is consistent with the qualities summarized in 1 Timothy 3:1-7, Titus 1:5-11, and 1 Peter 5:2-4. He is a life-long learner open to further education/training as is appropriate for the needs of the church.

The Associate Pastor has general responsibility for developing and implementing systems for incorporating people into the life of the church and further into small groups where they will be discipled and in turn disciple others.

### **Required Skills and Abilities**

Demonstrated capability and performance in the areas of:

- visioning
- team building and collaboration
- working with minimal supervision
- organizational skills
- interpersonal and communication skills
- initiative and adaptability
- prioritizing multiple demands

### **Required Personal Characteristics/Conduct**

- trustworthy and respectful
- team player
- approachable and accessible
- flexible and collaborative
- integrity in personal, professional and ministry responsibilities
- mature judgment

- Initiative
- strong work ethic
- conduct oneself in a manner appropriate for an individual who represents Christ's Church to the community and to the world.

## **Supervision**

This position involves the preparation, supervision and evaluation of all their ministry area volunteers.

## **Duties and Responsibilities**

Without restricting the generality of the description above, the Associate Pastor shall perform such duties and responsibilities as may be assigned by the Executive Pastor, including but not restricted to the following:

- 1) Community and Connections (75% time)
  - Champions the Small Group Ministry:
    - Oversees Recruiting and training of SG Facilitators.
    - Develops/implements strategies to integrate all members/adherents into a small group.
    - Maintains up to date data on Small Groups (i.e. Facilitators, group member, meeting times, etc.).
    - Resources Small Group Leaders as required (i.e. curriculum, ministry opportunities, specific support/training etc.).
    - Our small group curriculum is sermon based which requires 4-6 questions from whichever Pastor is speaking, a video (10 – 15 minutes) and questions which compliments the Sunday message, and a passage of Scripture with questions that compliments the Sunday message.
  - Oversees men's and women's ministry teams.
  - Help to refine a connection process that moves new attenders to engaged members of the FBC community. (I.E. classes, small groups, serving, connecting potential volunteers with ministry leads)
    - Oversees engagement with new attenders (email, call or text in response to connection cards.
    - Develop and oversee an after-service "Intro to FBC" meeting.
      - Short video (4-7 minutes) that gives an overview of FBC
      - Quick Q&A and potential next steps
      - Follow up with those responding to "next steps" communication
  - Oversees the Scheduling, Recruiting and Training of the FBC Hospitality Team.
    - Greeters/Coffee Service/THE HUB/Ushers
  - Develops and casts vision for ministry area aligned with the Church's Mission and Vision.
  - Schedules and oversees pre-service prayer for Sunday morning volunteers.

- With awareness of the changing needs, challenges and opportunities in our congregation and the community, assess and revamp ministry area strategies as necessary to move the Church forward to accomplish its Mission.
  - Oversee the Social Media Team.
  - Oversee and develop community advertising initiatives.
- 2) Pastoral Support (25% time)
- Preaches ~ approximately 5%-15% of weekly services.
  - Assist the Lead, Executive, and Worship Pastors with sermon branding/planning and Sunday service planning.
  - Conducts weddings and funerals as required.
  - Leads Baptism/Membership, Child Dedication, and Engage Classes as required.
- 3) Overseeing Sunday Morning and other Electives
- Finding Facilitators to lead the Electives
  - Coordinating the selection of Electives Topics
  - Grief Share

## **Expectations**

The Associate Pastor will:

- Strive to further the Mission and Vision of the church in every aspect of their work.
  - <https://www.fbclloyd.ca/mission-and-vision>
- Deal tactfully with fellow staff members, ministry leaders, volunteers, members, adherents, visitors and the public.
- Be prepared to share their personal testimony and explain the steps to knowing God personally with others.
- Contribute to the continual improvement of FBC ministries and operations.
- Be knowledgeable and supportive of applicable Board policies and administrative procedures.
- Resign if at any time they find that they are not able to support the Doctrinal position of the Church, the Mission & Vision of the Church, or the direction of the Church as delineated by the Elders Board and the Lead Pastor.

## **Confidentiality**

The Associate Pastor is required to respect the confidential nature of the work pastors do. Information regarding any individual must not be discussed in public or with any person not authorized to receive that information. Exchange of personal information within the organization shall be on a “need to know” basis. Breaching confidentiality is a serious violation of acceptable conduct and is grounds for disciplinary action up to and including termination of employment with the church.

## **Alignment Expectations**

- The Associate Pastor will strive to further the Mission and Vision of the church in every aspect of their work.
- The Associate Pastor will resign if at any time they find that they are not able to support the Doctrinal position of the Church, the Mission & Vision of the Church, or the direction of the Church as delineated by the Elders Board and the Lead Pastor.

**Mission** To lead people into a growing relationship with Jesus Christ.

**Vision** To be a church that everyone wants to attend, and where all who attend grow in their faith.

### **Remuneration**

FBC offers competitive salary and benefit packages that will be determined in accordance with experience, education, and qualifications.

### **How to Apply**

Apply to this posting by **July 17th, 2026**. Submit a cover letter and your resume, with a minimum of two personal references, by email to [recruiting@fbclloyd.ca](mailto:recruiting@fbclloyd.ca). Please indicate “Application – Associate Pastor” in the subject line of your submission. Thank you in advance for your interest. If we decide to move forward with your application, the recruiting team will reach out to you to discuss next steps.

Approved by the Lead Pastor: March 2026

10/03/2026

