



JOB DESCRIPTION

Lead Pastor

The Lead Pastor is a strong Christ-follower with a love for people and a passion for seeing people come to Jesus and mature as disciples. The incumbent is a humble team leader who unifies and inspires the church community. They possess strong relational gifts, are an effective communicator, and have a proven track record of galvanizing for growth and developing teams. This leader provides spiritual guidance, oversees ministries, and leads in disciple-making in their own life. This leader is competent to lead but also comfortable coaching and cheerleading others in leadership.

Position Type: Full-time

Gathering Location: 3410 Boundary Road, Burnaby B.C

Compensation Range: \$75,000 - \$105,000

Reports to: Leadership Council of Overseers & Deacons.

POSITION OVERVIEW

Key Responsibilities:

Spiritual Leadership: Provide spiritual guidance and direction to the church community, ensuring alignment with CityLights vision, statement of faith, and values.

Team Leadership: Oversee and develop a unified and high-performing part-time staff team, fostering a culture of collaboration, accountability, and mutual support. Collaborate with overseers and deacons to share the load of leading the church.

Vision Casting: In collaboration with the elder team, articulate and implement vision for the future of CityLights Church, inspiring the congregation to actively participate in Jesus' vision for reproducing disciples and seeing "Gospel Lights, Everywhere."

Community Engagement: Foster a welcoming and inclusive environment for all, encouraging active participation in church life and participation in missional living.

Preaching and Teaching: Deliver engaging and relevant gospel centered sermons that inspire and challenge the congregation, while also overseeing the church's teaching ministries. Cultivate and train others in the congregation to be able to teach.

Pastoral Care: Provide compassionate pastoral care to the congregation, offering support, guidance, and encouragement in times of need. Disciple key leaders to be pastoral carers.

Qualifications and Expectations:

Theological and Philosophical Alignment: Possess a strong theological foundation aligned with CityLights statement of faith, the Pentecostal Assemblies of Canada (PAOC), and Soma churches. The candidate is to hold active credentials with the PAOC or be willing to enter the credential process and be approved by District leadership.

Leadership Experience: Minimum 5 years of experience leading and cultivating teams. Ideally in missional environments.

Geography: Be willing to relocate to live within a 10km radius of the 34Ten Centre (Gathering location).

Demonstrable Missional Impulse: Is a practitioner of mission, with a clear history living with the posture and practices of a missionary disciple with evidence of disciple making fruit. Is competent to lead by example, willing to learn, and capable of training others in missional living and leading a missional community.

Education: Post-secondary theological education is preferred, with a commitment to lifelong learning and ongoing professional development.

Relational Skills: Strong interpersonal and relational skills, with the ability to connect with people from diverse backgrounds and build meaningful relationships; has network of mentors to lean on;

Communication Skills: Excellent communication skills, both written and verbal, with the ability to articulate complex ideas clearly and concisely.

Character: Exemplify the qualities outlined in 1 Timothy 3:1-7, demonstrating integrity, humility, and a genuine love for God and people.

Other Desired Qualities:

Galvanizing abilities - has an instinct and ability to rally people and grow groups and teams.

Experience in evangelism and missional theology and practice.

Familiarity with Soma philosophy of ministry.

Cultural sensitivity and awareness.

A self-starter with good self-awareness and healthy rhythms.

Evangelistic passion and experience is a great benefit.

ABOUT CITYLIGHTS

CityLights wants to join Jesus in his vision of “*filling all in all*” (Ephesians 1). We recognize that Jesus isn’t just trying to fill a building but a city. We don’t simply want to “go” to church but “be the church in everyday life. We want to be disciples who make disciples.



Gospel lights, everywhere.

Ordinary people joining Jesus in
saturating Greater Vancouver because
Jesus loves everyone, everywhere.

Our History and Story

Boundary Road Pentecostal Assembly was started by a dozen people from Broadway church in the 1950's and saw numerous years of fruitful ministry. In 2010, the church had dwindled and made the decision to close and hand-over the facility to a church plant. Brett and Natalie Donald were sent from Living Waters Church in Fort Langley, B.C and they, along with a small team, began to renovate the facility and relocate to Burnaby/East Vancouver.

Through a season of generosity and miraculous provision, renovations and relocations occurred through 2010-2011 and the small team began learning to live as missionary disciples. Brett was convicted by the truth that God is a sent and sending missionary God and therefore the church is a missionary people. There was curiosity around how to create a culture where ordinary followers of Jesus would become missionary disciples who joined Jesus and saw disciples multiplied in their everyday lives. In 2011, Brett became a church planter with the PAOC as well as the C2C Network. A relationship with the Soma family of churches, Jeff Vanderstelt, and other Soma leaders also began. This strengthened the emphasis on gospel-fluency, everyday disciple-making, and decentralized ministry.

In September 2013, CityLights had a grand public opening with a Sunday morning Gathering. Since then the church community has seen Jesus be faithful. Apprentices have been trained, people have come to faith, Christians have been equipped, pioneering missional efforts have taken place, and there has been consistent generosity to give to other church plants and justice organizations. There has also been the challenge of turn-over. For many years, 30% of the church community would transition each year. The convergence of being an expensive city, having many young adults, people starting families, and it being a transient urban center led to much movement. Additionally, not everyone wanted lean into the challenges of making disciples. This led to challenges around momentum and gathering enough united leadership energy to foster healthy growth. This has been a consistent theme that made CityLights feel like a church plant for many years.



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Covid was a time of significant shifts. Over 50% transition with many key leaders moving away as well as some people not returning after Covid. There was a healthy season of recalibration with a sense of fresh faith, unity, and life. It has been beautiful. It

has also been a season of rebuilding with new deacons and missional community leaders. There is now a good foundation for the future.

We are CityLights

The people of CityLights: CityLights is an ethnically diverse, smaller church community of many young families. There are many young children and some young adults and retired folks. A diverse age range is what we hope for and we would love to particularly see more teens and young adults in the future.

Counting attendance is not the primary metric but there are approximately 100 people connected to CityLights including children. Celebration Gatherings will have 60-80 people participating and there are four missional communities. There are approximately 30 Partners, committed adults who are actively engaged.



Leadership:

CityLights currently has one Overseer and seven deacon apprentices.

Two of the deacon apprentices are part-time staff.

See our team page [here](#).

Vision, Mission, Values

Vision: Gospel Lights, Everywhere: Ordinary people joining Jesus in saturating Greater Vancouver because Jesus loves everyone, everywhere. See our [vision handout](#).

Mission: multiplying disciples who make Jesus known in everyday life.

Manifesto: To learn about our values and heart, reading [our Manifesto](#) is a great start.

Disciple-making Vehicles

- **Celebration Gatherings:** public Gatherings to equip, encourage, and praise Jesus together.
- **Missional Communities:** mid-sized communities connecting and serving throughout the city in various ways. There are currently four missional communities who serve together in various contexts.
- **D-groups & E-groups:** smaller groups of 3-6.
 - **Discovery groups** - for those who are curious or new to faith and are discovering Jesus.
 - **Equipping groups** - coaching and equipping for disciple-makers who want to multiply and start discovery groups.

Finances and Facility

CityLights has a mortgage free facility, affectionately called the “34Ten Centre” or “the Centre” for short.

Financially, the church benefits from rental income and has a contingency. The annual operating budget could use strengthening.



ABOUT BURNABY

Burnaby is a diverse and dynamic city located in the Greater Vancouver area of British Columbia, Canada. It is the third-largest municipality in the Metro Vancouver region, covering approximately 98.6 square kilometers. The city is bordered by Vancouver to the west, New Westminster to the south, Coquitlam and Port Moody to the east, and the Burrard Inlet to the north, which separates Burnaby from the North Shore municipalities of West Vancouver and North Vancouver. This prime location offers a unique blend of urban living, green spaces, and proximity to Vancouver's downtown core.

Burnaby is known for its beautiful natural landscapes, including extensive parks, forested areas, and wetlands. Notable natural attractions include Burnaby Mountain, Burnaby Lake, and the vast Burnaby Mountain Conservation Area. The city's geographic mix of urban, recreational, and protected spaces contributes to a high quality of life for its residents and visitors. The waterfront along Burrard Inlet also provides scenic views and recreational opportunities.

Burnaby's population is highly diverse, reflecting the multicultural nature of the Greater Vancouver region. The city has significant communities of East Asian descent, particularly Chinese, Filipino, and Korean populations, as well as substantial South Asian communities, mainly of Indian and Pakistani origin. Other groups, including people of European, Indigenous, Middle Eastern, and Latin American backgrounds, also call Burnaby home. This rich ethnic diversity is evident in the city's cultural events, restaurants, and shops that reflect global traditions.

Burnaby's immigrant population plays an essential role in the city's growth, with many new residents arriving from across the world. The city also fosters inclusivity, celebrating multiculturalism through community programs and services that cater to its wide-ranging demographics.

Burnaby's socio-economic landscape is varied. The city is home to both affluent and more modest neighborhoods. Wealthier areas, such as those in the Brentwood and Metrotown districts, feature upscale housing, commercial developments, and high-end amenities. In contrast, more affordable residential options can be found in other parts of

Burnaby, offering opportunities for middle-class families and working professionals. The presence of institutions like Simon Fraser University (SFU) and the British Columbia Institute of Technology (BCIT) also contributes to a well-educated population.

Burnaby's economy is diverse, with key sectors including technology, retail, film production, and education. The city is a significant hub for the tech industry, with many tech companies and innovation centers based in the area. Additionally, the city's thriving retail scene and proximity to Vancouver's entertainment and arts sectors contribute to economic vibrancy.

While Burnaby boasts high living standards, it also has neighborhoods facing challenges related to affordable housing and income disparity. The city is working to address these issues through urban development projects aimed at increasing the availability of affordable housing and improving overall accessibility for its residents.

Burnaby offers a wide range of recreational opportunities, including over 200 parks, trails, and sports facilities. Residents and visitors enjoy outdoor activities like hiking, cycling, and skiing in the winter months. The city is also home to cultural and recreational hubs such as the Burnaby Village Museum, which highlights the city's history, and the Burnaby Art Gallery. Burnaby is well-served by public transit, including the SkyTrain network, which connects the city to the broader Vancouver metropolitan area.

The City Lights Centre is situated on Boundary Road in Burnaby which is the literal boundary between the City of Burnaby and the City of Vancouver. The neighbourhood on the west side is known as Renfrew-Collingwood.