

NextGen Pastor

Church Name:	Calvary Barrie	Location:	Barrie, Ontario
Employment Type:	Permanent Full-Time (40 hours/week)	Reports To:	Lead Pastor
Target Start Date:	Sunday, October 4th, 2026	Last Revised:	August 14, 2026

POSITION SUMMARY

Calvary Barrie is a vibrant, spirit-led, and increasingly diverse community ministering to 200–250 people weekly, featuring a high concentration of young families. We are seeking a creative, strategic, and self-motivated NextGen Pastor to oversee our youth and young adults portfolio, managing *Timbers* (Junior High, grades 6–8) *The Root* (Senior High, grades 9–12) and our emerging Young Adult Ministry (YA, ages 18–30+). The successful candidate will use their relational and visionary strengths to build disciples, establish a strong community presence across Barrie, Shanty Bay, and Oro-Medonte, and strategically partner with families to point students to Jesus.

To learn more about Calvary Barrie, please visit <https://www.calvarybarrie.com/mvv>

HOURS OF WORK & MINISTRY BOUNDARIES CLAUSE

While the Employee is recognized as a religious official exempt from the hours of work and overtime provisions of the Ontario Employment Standards Act (ESA), the Pastor's Council and Lead Pastor are strictly committed to Pastoral health. The normal workweek averages 40 hours. In seasons where special ministry events (e.g., retreats, conferences, major community festivals) push weekly hours past 44, the Employee will track these hours. In coordination with the Lead Pastor, the Employee will take equivalent compensatory rest days within 30 days following the event to ensure long-term burnout prevention.

To apply for this position, please email resume to adam@calvarybarrie.com

RESPONSIBILITIES & DUTIES

1. Strategic Ministry Programming & Developmental Differentiation

- **Age-Specific Culturing:** Plan, execute, and oversee distinct weekly programs for *Timbers* (grades 6–8), *The Root* (grades 9–12), and *Young Adults* (ages 18–30+) that are attractive, safe, and Jesus-focused.
- **Contextual Teaching:** Deliver separate, biblically sound, and contextually relevant teachings tailored specifically to the unique cognitive, emotional, and spiritual developmental stages of tweens, teenagers, and young adults.
- **Young Adult Discipleship Pipeline:** Build and oversee a dedicated ministry path for Young Adults. This includes establishing, resourcing, and providing spiritual oversight to a peer-led Young Adult House Church, and executing four high-impact, engaging YA gatherings annually.

2. NextGen Leadership & Transition Pipeline

- **Milestone Transitions:** Design and implement an intentional framework system to successfully bridge students from *Calvary Kids* into Junior High (*Timbers*), Junior High into Senior High (*The Root*), and Senior

High into Young Adulthood (YA).

- **Unified Sunday Stream:** Structure all age-specific milestone frameworks to explicitly route and integrate graduating students directly into the life, worship, and service of the main *Sunday Service*.
- **Student Leadership Mobilization:** Design and implement a formal student leadership pipeline (e.g., *Youth Leadership Team*), equipping next-generation students to discover their spiritual gifts by serving within *Calvary Kids*, mid-week programs, *Sunday Service*, and *Camp Calvary*.
- **Volunteer Infrastructure & Care:** Recruit, screen, train, and equip volunteer leaders to maintain a sustainable, multi-layered leadership infrastructure. Actively Pastor, mentor, and care for volunteer teams through regular alignment meetings and leadership pipeline training.

3. Family Discipleship & Community Connection

- **Parent Co-Missioning:** Equip, resource, and guide parents, providing regular communication and family-focused tools to align home-life and church-life discipleship.
- **Local School & Community Outreach:** Partner with local schools and community networks to reach unchurched youth. Organize major community-focused outreach events (e.g., Egg-Fest, Country Classic) to expand the church's local presence practically and fruitfully.

4. Administration, Compliance & Risk Management

- **Plan to Protect Compliance:** Strictly enforce and implement Calvary Barrie's safety policies, managing volunteer screenings, police checks, and safety guidelines without exception.
- **Budgetary Oversight:** Responsibly manage the combined youth ministry budgets alongside the Lead Pastor.
- **Digital Footprint:** Coordinate with the Office Administrator to optimize NextGen social media channels and digital communication.

5. Corporate Alignment & Sunday Engagement

- **Sunday Preaching & Integration:** Fully participate in *Sunday Services* using personal gifts while actively connecting with youth and young families. Preach in the main adult worship services a minimum of once per quarter.
- **Staff Alignment:** Maintain an open, solution-driven line of communication with the Lead Pastor, attend weekly staff meetings, and participate in a weekly staff-level or community House Church for personal spiritual health.

QUALIFICATIONS & COMPETENCIES

Spiritual Alignment: Deep commitment to Calvary Barrie's Mission, Vision, and Values; a mature, growing relationship with Jesus Christ.

Education & Credentials: Must hold a Bachelor's Degree in Theology, Youth Ministry, or a related field (*or equivalent ministry experience*). Must hold ministry credentials in good standing with the Pentecostal Assemblies of Canada (*PAOC*), or have actively initiated the credentialing process prior to the start date.

Leadership Style: A self-starter who can build systems from the ground up; possesses a strong work ethic, high emotional intelligence, and collaborative team skills.

Technical Skills: Advanced computer literacy with specific proficiency in Planning Center Online (PCO), WhatsApp, Grammarly, Canva, Gmail, and modern church management software.

Relational Skills: Strong interpersonal skills with a compassionate, service-oriented attitude; a strong ability to handle sensitive and confidential data with total integrity and discretion.

Adaptability: A self-motivated, solution-driven professional able to pivot, change, and adapt to the ebbs and flows of active ministry and overall church growth.

Communication: Exceptional verbal and written communication skills with a proven track record of working seamlessly both independently and as part of a team.

COMPLIANCE & TRAVEL

- Possession of a current Criminal Record Check with Vulnerable Sector Screening (VSS).
- Valid Ontario Class "G" Driver's License for ministry travel; ownership of a reliable vehicle is required.
- **ESA Travel Compliance:** In accordance with the Ontario Employment Standards Act (ESA), while regular home-to-work commuting is unpaid, all vehicular travel required during the workday to visit regional schools, community networks, or offsite ministry events constitutes compensable hours of work. Maintaining a safe, operational personal vehicle and valid personal auto insurance is a bona fide requirement and condition of employment.

REMUNERATION, ALLOWANCES & BENEFIT PACKAGE

- **Base Salary:** An annualized gross salary of \$52,000–\$60,000, commensurate with education and experience, paid on a bi-weekly basis, subject to standard statutory deductions.
- **Clergy Residence Deduction (CRA T1223):** As a credentialed PAOC minister, the Church will execute the T1223 form annually, allowing the Employee to deduct qualifying housing/utility expenditures from their taxable income.
- **Travel & Mileage Reimbursement:** Reimbursement for all authorized, ministry-related vehicular travel (*excluding standard daily commuting*) at the Church's kilometric rate, paid monthly against submitted mileage logs.
- **Vacation:** 3 weeks of paid vacation per calendar year, in conjunction with Calvary Barrie's Vacation Policy.
- **Professional Development:** Financial reimbursement for conferences, courses, or credentialing dues, as approved by the Lead Pastor.
- **Tools & Workspace:** A designated on-site workstation and a church-owned laptop for official administrative use.