

Associate Pastor

High River Alliance Church (HRAC) – High River, AB

Status: Full-time (40 hrs/week) • **Reports to:** Rev. Kevin Roberts (Lead Pastor)

Role Summary

High River Alliance Church is seeking an Associate Pastor to **develop and support** ministries for **youth and young adults** and to strengthen and develop our **music ministries**.

HRAC seeks for these ministries to be developed in alignment with our vision: **“Building a Community of Jesus ’Followers around the Gospel.”**

As church seasons change, specific areas of ministry may shift to meet changing and emerging needs.

This role equips and mobilizes volunteers—it **develops and supports** volunteer-led ministries rather than replaces them.

Compensation & Employment

- Compensation commensurate with training and experience, aligned with the **Western Canadian District (The Alliance Canada) Salary Grid**.
- **Benefits:** Enrollment in District benefits program.
- **Vacation:** 3 weeks annually to start, increasing with accumulated years of church-related employment.
- Evening and weekend ministry is expected; schedule flexibility is essential.

Accountability & Collaboration

- **Reports to** the Lead Pastor and is **responsible to** the Board of Elders through the Lead Pastor.
- Works collaboratively with staff, ministry leaders, and volunteers across the church.

Core Responsibilities (with role-weighting)

1) Youth Ministries – 65%

- Co-develop, with the Lead Pastor, a **compelling vision** for HRAC youth (Jr/Sr High) and lead its implementation.

- Provide **spiritual direction and biblical oversight** for youth programming in line with HRAC's vision and theology.
- **Recruit, train, and shepherd volunteers** for vibrant, safe, and sustainable youth ministries.
- **Coordinate** with children's ministries in **transitioning older children** into youth ministry.
- **Partner with parents** to cultivate a Christ-centred discipleship environment at church and home.
- Plan and support **gatherings, retreats, service opportunities, and mission/outreach** appropriate to age and stage.
- Foster **whole-church connections** for youth that invite youth participation into a **welcoming, discipleship-focused community**.

3) Music Ministry – 20%

- Contribute to the **development and participation** in music ministry alongside the Lead Pastor and volunteer teams (e.g. worship leading, team development, volunteer care, planning.)
- Administrate the **organization and scheduling** of music teams and volunteers for weekly worship services.
- **Ability to lead** a music team during a weekly worship service as needed.
- **Build and sustain** the music ministry **within the philosophy of congregational worship** and parameters set through the Board of Elders, Lead Pastor, and music ministry committee.

4) General Church Life & Administrative Responsibilities – 15%

- Participate in **regular staff meetings** and scheduled check ins with the Lead Pastor.
- **Prepare and submit reports** as requested for the Lead Pastor and/or Board of Elders.
- The candidate is expected to invest in their **personal devotional life** and commit to ongoing **theological and ministry training** relevant to assigned portfolios.
- **Pursue ordination** with the Alliance Canada if not already ordained.
- Be an active presence in **the full life of the church** (events, congregational care, outreach).

- **Sunday participation** as assigned; candidate may be given the opportunity to **preach 4 – 6 times** per year (approx.).
- Engage with **District initiatives** and related functions as appropriate to core responsibilities.

Qualifications

- A mature, growing **relationship with Jesus Christ**, with evident character development consistent with **1 Timothy 3** & the **Fruit of the Spirit** (Galatians 5).
- Demonstrated **sense of call** to vocational ministry and love for the local church.
- Proven ability to **take initiative**, plan, and **execute** ministry with strong **organizational** and **administrative** skills.
- A collaborative team player who is **teachable**, receptive to **encouragement and direction**, and able to **lead volunteers** effectively.
- **Education:** Undergraduate degree in **Theology/Christian Ministry** (or comparable training/experience). **Youth ministry** training/experience strongly preferred.
- **Credentialing:** Licensed with—or able to meet the licensing requirements of—the **Western Canadian District of The Alliance Canada** (ordination pursued as applicable).
- **Screening:** Satisfactory **Criminal Record Check** with **Vulnerable Sector** search (prior to start and as required).

Next Steps

To learn more about High River Alliance Church, visit **highriverchurch.com**. Please email your **résumé** and **personal testimony** to **Rev. Kevin Roberts** at **pastork@highriverchurch.com** or to the church office at **info@highriverchurch.com**