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~ Connecting All People to All of Christ for All of Life ~

Position Title:	Associate Pastor	Term:	Permanent
Reports to:	Lead Pastor	Method of Appointment:	Recommendation by Pastoral Search Committee, commendation by Elders Board, approval by a vote of the membership.
Hours:	Full-Time		

OVERVIEW

Hudson Community Baptist Church (HCBC) is looking to hire a man who is eager to give himself to gospel work in our midst.

HCBC is a growing English-speaking church in Saint-Lazare, Quebec that prioritizes expositional preaching, cultivating Christ-like growth, and fostering a genuine community. We are a church of diversity in age, language, denominational backgrounds, and stages of life and celebrate this as a foretaste of heaven. We are an elder-led, congregationally governed church and belong to the Fellowship of Evangelical Baptist Churches in Canada.

We hold a very high view of Scripture; it is our ultimate authority in life and ministry. Thus, we want every area of our church to be governed by God's Word. We are a church where the hope-filled message of Christ permeates all our teaching and ministries.

We are looking for a man who is a student of God's Word, able to defend and teach the truth through the enablement of the Holy Spirit. We desire someone competent to think and minister out of the Scriptures.

We desire someone who has a passion for ministering in the local church, is strongly aligned with our church's theology and philosophy of ministry, and has the work ethic and capacity to give himself fully to the work here. We are seeking a man who is highly teachable and who demonstrates a commitment to lifelong learning together with personal and professional development.

NOTE: We are currently advertising two distinct job opportunities within our organization: Role 1 - Associate Pastor, Discipleship, and Role 2 - Associate Pastor, Next Generation. However, at this time we will only be hiring for one of the two positions. Our foremost priority is to welcome a man of strong character and relevant skills aligned with the ethos and vision of HCBC. We encourage applications from those with qualifications matching our values and the specific role as outlined below.

PERSONAL QUALIFICATIONS

- Demonstrates a vibrant and mature relationship with Jesus Christ, embodying the character and lifestyle consistent with Titus 1:5-9 and 1 Timothy 3:1-7, including a vibrant devotional life and a healthy family life.
- Regards the Bible as God's final authority in all aspects of Christian life, striving for wholehearted obedience to its teachings.
- Demonstrates dedication to personal spiritual disciplines and professional training for ongoing development in all areas of life.
- Exhibits a shepherd's heart, demonstrating warmth, humility, and gentleness with a genuine love for people.
- Called to pastoral ministry, seeks mentorship, and has a strong desire for continuous growth in this vocation.
- Possesses the capacity and availability to serve the church.
- Fully aligns with the [HCBC Statement of Faith and Members Covenant](#) and is willing to minister within the Fellowship of Evangelical Baptist Churches of Canada (FEB).
- Able to legally work in Canada (preferred) or able to obtain a work permit with help from the church.
- Must possess or be willing to obtain a valid vulnerable sector check from the police.

EDUCATION AND EXPERIENCE

- Experience (>2 years) in leadership in a local church, either in a full or part-time role, on a paid, internship or volunteer basis.
- Experience in expository preaching and/or teaching, demonstrating the ability to clearly and engagingly expound biblical passages to promote deeper understanding and application of scripture (either in congregational or smaller group settings).
- Experience leading volunteer teams, including recruitment, training, setting clear expectations, and fostering positive teamwork and communication.
- Formal post-secondary education in Christian Ministry, Biblical Studies, or Theological Studies (preferred).

SKILLS AND ABILITIES

- Competently teaches and ministers God's Word, with the ability to assist others in understanding and applying its teachings.
- Leads a team of lay leaders by example; motivates, encourages, equips, and guides them effectively.
- Exhibits strong interpersonal skills, and communicates professionally in small and large group settings, and through various mediums, including personal conversations, phone interactions, and modern technology platforms.
- Proven self-starter with strong initiative and the capability to make independent decisions when required.
- Capability to oversee and effectively manage ministry budgets and church resources with diligence.
- Adaptable and comfortable navigating through dynamic and evolving settings to address new challenges and seize opportunities.
- Effective communication skills in French are considered an asset.
- *Other skills and abilities as needed to perform the duties listed in the job description (see high-level responsibilities below, full job description available through links below).

PRIMARY RESPONSIBILITIES - OVERVIEW

Role 1 - Associate Pastor, Discipleship

[*\(click here to access full job description\)*](#)

1. Discipleship & Connections

- Oversee [discipleship pathways](#) (growth groups, seasonal studies, and one-to-one Bible reading)
- Develop and oversee strategy for integrating new individuals into the community life of HCBC
- Oversee church-wide events (e.g.: discipleship training, fellowships, newcomers' lunches etc.)

2. Teaching, Spiritual Leadership, and Pastoral Care

- Serve as an Elder
- Preaching: 10-12 times per year
- Teaching: various seasonal studies, training and equipping of leaders and congregants
- Identify, recruit, nurture, and develop potential leaders and teachers
- Oversee benevolence ministry including coordination of visitation and congregational care
- Oversee baptism and membership process
- Pastoral visitation and shepherding care of church members

Role 2 - Associate Pastor, Next Generation

[*\(click here to access full job description\)*](#)

1. Next Generation Ministries

- Give direction and oversight to:
 - Children's Ministry (ages 0-12)
 - Youth Ministry (ages 12-17)
 - Young Adults Ministry
- Equip parents/guardians in their role as the main means of discipleship in their homes
- Oversee church-wide family events (e.g.: fellowships etc.)

2. Teaching, Spiritual Leadership, and Pastoral Care

- Serve as an Elder
- Preaching: approximately 4 times per year
- Teaching: weekly via Next Generation ministries, training and equipping of leaders
- Identify, recruit, nurture, and develop potential leaders and teachers
- Pastoral visitation and shepherding care of church members, primarily to children, youth, young adults, and their families, offering support during life transitions, challenges, and celebrations

APPLICATION

To apply please email the following to the attention of the Pastoral Search Committee (info@hudsonbaptist.ca) by April 7th, 2024:

- A cover letter detailing:
 - how you meet the general personal qualifications, education, experience, and skills/abilities.
 - which position you are applying for and elaborating on how your skills and experience make you well-suited to fulfill the responsibilities of that particular role
- Your resume, including work and ministry experience
- Three reference contacts (provide email & phone number for each):
 1. A pastoral reference (the pastor of your current church)
 2. An academic or professional reference (e.g. your professor or your manager)
 3. A peer reference

Applications will be reviewed as received. We thank all applicants, however, only candidates proceeding in the selection process will be contacted.

CHURCH AND COMMUNITY PROFILE

Hudson Community Baptist Church (HCBC) was founded in the late 1980s as a response to a lack of any English evangelical churches in the Hudson area. To this day we are the only evangelical church, French or English, outside of Vaudreuil-Dorion in the entire Vaudreuil-Soulanges region (population of 150,000). Our potential for outreach is vast as our region continues to be one of the fastest growing in all of Canada.

HCBC has a large and beautiful property of approximately 5 acres with ample parking and extensive grounds that include a barn and other outbuildings. Our land and building were originally a horseback riding stable but were purchased and renovated in 1998. We are committed to stewarding our buildings and grounds with excellence so that they may be best used for the furthering of the Kingdom.

Our average Sunday attendance has grown over the past few years and in 2023 averaged around 180. We have individuals attending from all age demographics including many young families with an average attendance of 70+ kids weekly between birth and the end of high school. Over 260 individuals (including children) from just under 100 households call HCBC home. We currently have a growing membership of around 80 people.

As the only English-speaking evangelical church outside of Vaudreuil-Dorion in our region, our congregation contains a wide variety of denominational backgrounds. HCBC belongs to the Fellowship of Evangelical Baptist (FEB) Churches in Canada and is part of the FEB Central Region which encompasses all churches in Ontario and English-speaking Quebec. Our church has connections with the Charles Simeon Trust (expository preaching workshops), and shares values with groups like 9Marks and The Gospel Coalition (TGC)/SOLA (French version of TGC).

HCBC chiefly serves the towns of Hudson, Saint-Lazare, Rigaud and Vaudreuil as well as the numerous smaller towns along the Autoroute 40 from Montreal to the Ontario border. The church itself sits on the border of Saint-Lazare and Hudson, in the town of Saint-Lazare. We are part of the commuter belt of Montreal.

The region is a French/English bilingual community. While the majority of the population is Francophone, compared to the rest of Quebec, there is a significant population of Anglophones in our region. Hudson has the highest population of English in our region at about 50/50 French/English. Saint-Lazare is around 36% English-speaking. While French is certainly an asset, there are members of our congregation and community who do not speak any French at all. Presently all our church ministries are English focused with a few discipleship opportunities in French to meet the needs of our congregation. It would not be uncommon to hear French spoken by many congregants and to hear prayers in French during our gatherings.

Our area features plentiful parks and green space with rich opportunity for outdoor activities. We have many hiking, biking and equestrian trails, ice rinks, and a downhill ski hill in Rigaud. There are a variety of community centres and libraries, a community pool and a continually growing number of big-box stores in Vaudreuil, quaint coffee shops, restaurants, and other small businesses in all the towns as well. There are a variety of elementary and high schools as well as CEGEPs and Universities in nearby Montreal. Saint-Lazare/Hudson is a great place to not only serve, but to live and raise a family!

