

Worship Pastor

Westwood Church – Prince George, British Columbia

Dear applicant,

Thank you for your willingness to consider the Lord's call to serve His church at Westwood. We are praying for His guidance and direction in this process and are glad to provide you with an introduction to our community and to our church. The position profile below represents the character and competencies that we have prayerfully discerned in our search. There is also a summary of the responsibilities that are associated with this role at Westwood. All these elements are held with humility and openness to the Lord's direction. If you do choose to apply, we commit to pray over your application and respond to you in a timely manner. May the Lord guide you and us.

In Christ,

Westwood Elders

Our City

Prince George, known as British Columbia's "northern capital," is a vibrant community of over 100,000 residents (Greater Prince George) located at the confluence of the Fraser and Nechako rivers. The average age of the population is 39.4 years. PG serves as a major hub for industry, healthcare, (University Hospital & Northern Medical) and education (University of Northern BC & College of New Caledonia) in Northern BC.

Known for its proximity to nature, the city offers hiking, biking, fishing and boating. Local ski mountains, numerous recreation facilities (pools, World Class Nordic centre, soccer fields, etc.) a symphony orchestra, and theatre companies all contribute to PG's livability. Prince George also offers major shopping (Costco, Walmart, etc.) as well as dining and entertainment options (including WHL hockey team).

Our Church Family

Westwood Church is an evangelical community of believers who love Christ and desire to be faithful to him. We are a community with a 65-year history of sharing the love of Christ in the city of Prince George in order to see people come to faith and maturity in Him. Westwood's DNA is Mission, Worship, Discipleship and Community. Our vision is to bring Jesus into life by becoming an increasingly healthy, vibrant and effective witness for Jesus in Prince George and around the world.

Westwood believes that a personal relationship with Jesus empowers us to glorify God uniquely in all of life. Together, God uses us to bring hope, peace, and restoration through the gospel. This process transforms lives, families, and communities. This is our heartbeat.

Westwood Church sees itself as one part of the wider body of Christ in Prince George. God has blessed us with a unique history, amazing people, and a facility with immense potential to serve his Kingdom purposes in the city.

We value the faithful teaching of God's Word. We worship Him joyfully and in a manner that invites people of Prince George to enter in and discover God's love for themselves. Westwood is an intergenerational and interracial community with a thriving children's ministry and youth group. Our congregation reflects the demographic of Prince George. In recent years, Westwood has been privileged to serve newcomers to Canada through our "Oasis" ministry. We foster community through an expanding network of small groups that we call "Micro churches."

Westwood is an elder led church, where spiritually qualified persons of both genders are welcome to serve. Our philosophy of ministry is shaped by our Anabaptist heritage. We emphasize the priesthood of all believers. We are pursuing a "Team based" collaborative approach to ministry. Pastors and other staff are primarily equippers focused on mobilizing the community of believers toward mission and maturity.

Position Summary

The Worship Pastor has four main priorities:

- Guide the advancement of a worship culture that is Christ-centred, Gospel-shaped, fresh and contemporary, and engages the whole congregation to respond to God with heart, mind and voice in worship.
- Oversee weekly worship and function as the overseeing worship leader for Westwood church.
- Identify, equip and mentor multiple worship leaders and teams providing supported opportunities for them to lead the congregation in worship.
- Oversee and equip the various teams involved in worship ministry at Westwood including sound, lighting and video and resource staff and systems, ensuring team health, completed goals, and clear communication regarding needs and limits.

Personal Profile

- A passionate lover and follower of Jesus who attends to the voice of the Spirit.
- Grounded in the gospel of grace and committed to leading others to understand and experience God's heart in worship.

- Understands and supports the biblical convictions expressed in the MB Confession of Faith.
- Demonstrates humility and willingness to receive direction and accountability from elders and lead pastor.
- Gifted to equip and train others in worship arts so that the congregation might engage in corporate worship.
- Able to work effectively in a collaborative team environment.

Primary Responsibilities (approximate %)

1. Leadership (35%)

- Promote prayerful Spirit-dependence, theological alignment with MB Confession of Faith, biblical faithfulness, and growth in musical and liturgical excellence in Westwood's worship expressions.
- Identify and develop a team who together can:
 - Develop and communicate vision and worship culture for Westwood.
 - Facilitate scheduling, leadership development, team building, training, care, and coaching for worship/tech volunteers.
 - Coordinate worship/tech needs for congregational meetings, memorials, ministries, and rentals (directly or in partnership with office admin staff).
- Collaborate with Production Tech Coordinator to ensure timely acquisition, maintenance, and use of AVL (Audio/Visual/Lighting) resources.

2. Worship Leading (50%)

- Oversee planning, preparation, and execution of all Westwood Sunday worship services.
- Lead congregation in worship 3/5 Sundays at Westwood.
- Collaborate with Worship Teams and leaders to provide worship leadership for Westwood prayer nights and special seasonal services (Christmas Eve, Good Friday, AGM, etc.)

3. Professional Development and Community Engagement (10%)

- Keep abreast of latest trends and developments in all media areas (music, liturgy) with a view to continually enhancing worship at Westwood.
- Maintain personal spiritual development by identifying and attending educational seminars, courses, or retreats.
- Represent Westwood in the community and within the greater church.

4. Other (5%)

- Respond to other duties as assigned by Lead Pastor or requested by Lead Team.
- Administration and Worship budget oversight.
- Attend required meetings.

Core Competencies

- **Musical Abilities:** Strong vocal abilities, high level of musical competence on a relevant instrument, strong familiarity with music theory, competence with various music software.
- **Worship Leading:** 2+ years experience planning and leading worship, arranging contemporary music, and leading worship teams. Demonstrated ability to tastefully weave together music, liturgy, and visual arts for a meaningful experience of congregational worship.
- **Pastoral Leadership:** Able to transfer wisdom and knowledge to others through coaching and training. Competent in sharing Scriptural truths and theological discernment with empathy, grace, clarity and gentleness.
- **Team Building and Interpersonal Skills:** Proven team-builder with strong interpersonal skills. Demonstrates emotional health and intelligence in approach to relationships and conflict.
- **Collaborative Leadership:** Maintains a collaborative leadership posture rooted in biblical values of servant leadership. Demonstrates humility, wisdom, and authenticity.
- **Leadership Development and Communication:** Seeks opportunities to build into others' potential, competent in mentoring, coaching, and empowering people to contribute and develop their gifts.
- **Problem-solving and Dependability:** Thinks critically and solves problems effectively. Is accountable and dependable.

Leadership Experience & Education

- 2+ years of worship and team leadership experience.
- Some post-secondary biblical/theological education preferred.

Theological Alignment

The candidate must affirm and support:

- The authority and inerrancy of Scripture.
- [Mennonite Brethren Confession of Faith](#).
- [Westwood's mission, vision, and values](#); and bylaws.
- Credentialed or eligible for credentialing with the [British Columbia Mennonite Brethren Conference](#).

Reporting Structure

- Accountable to the Elder Board through the Lead Pastor.
- Oversees Worship and Production Tech Teams.
- Works collaboratively with pastoral and ministry staff and ministry leaders/teams.

Compensation & Benefits

- \$70,000 annually salary based on full-time (pro-rated if needed based on actual FTE).
- Health insurance and pension benefits.
- Ministry expense allowance.
- Paid vacation, sick leave, and study leave.
- Relocation assistance (if applicable).

Application Process

Interested candidates should submit the following to the Worship Pastor Search Team at worshippastorsearch@westwoodchurch.bc.ca:

- Resume with ministry experience.
- Statement of faith.
- Philosophy of ministry.
- Links to recent worship service recordings, if applicable.
- References (professional and pastoral).

Application deadline: Posting open until filled (if posting is up, the position is open).