



EAGLE RIDGE BIBLE FELLOWSHIP

PASTOR, NEXT GENERATION MINISTRIES
CANDIDATE PACKAGE

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EAGLE RIDGE BIBLE FELLOWSHIP HISTORY

In the spring of 1974 several families in the Coquitlam–Port Coquitlam area began meeting together for home Bible studies with the hopes of someday starting a Mennonite Brethren church in the area. This fledgling group began to meet on Sunday evenings in the local United Church. The group was called Burke Mountain Bible Fellowship, a name that was changed to Eagle Ridge Bible Fellowship in 1981. By 1975, the congregation was officially accepted as a part of the Conference of Mennonite Brethren Churches of British Columbia, and had become a sister church to Killarney Park Mennonite Brethren Church in Vancouver.

After several years at the United Church, the congregation sought an alternative location for their Sunday services. Westwood Elementary School served as a temporary home, but, by December of 1978, the congregation had purchased its own building. The early eighties were a time of growth, and soon an additional property was purchased, and a new building constructed. The first service in the new building was held on November 28, 1982.

Many years have passed, a new addition has been added to the building constructed in those early days, more importantly however, our congregation desires to grow in faith and have a positive impact in our community.





OUR CONGREGATION

- ERBF is a multi-cultural, multi-generational congregation of approximately 130 members with a desire to grow through positive community impact.
- Break down of generational groups:
 - Kids ~ 15 - 20
 - Youth ~ 20 - 25
 - Young Adults ~ 10
 - Mid Career ~ 30 - 40
 - Retirees ~ 40 - 50
- We currently have 7 active community groups.
- Words to describe us: committed, giving, big hearts and strong desire to be more community focused.
- COVID 19 has had an impact on our congregation as we transitioned to virtual and back to in-person. Efforts are currently focused on reengaging people on Sunday mornings and reinvigorating community groups.
- Check us out at <https://www.erbf.com>

OUR CHURCH BUILDING



Our church building is widely used for church programs as well it is home to:

- Other church communities - House for All Nations, & Blessings Baptist Church
- Several chapters of Alcoholics Anonymous
- Weekly private badminton clubs
- Classes for English as a second language
- Wind & Tide pre-school program
- Cold Wet, Weather Mat program for the homeless
- St. John's Ambulance First Aid Training



ERBF VISION & MISSION

Our vision is to be a spiritually vibrant church.

Our mission is to worship Jesus by showing love, sharing hope and strengthening faith.

CORE VALUES

We value the Bible as the complete, inerrant, and authoritative Word of God--it is the foundation for what we believe, what we teach and how we live. (*II Timothy 3:16; II Peter 1:21; Joshua 1:8*)

We value a personal relationship with Jesus Christ, acknowledging Him as Lord---based on repentance and forgiveness of sin, evidenced in integrity of lifestyle and relationships. (*I John 1:9; John 3:16; Colossians 3:1-4*)

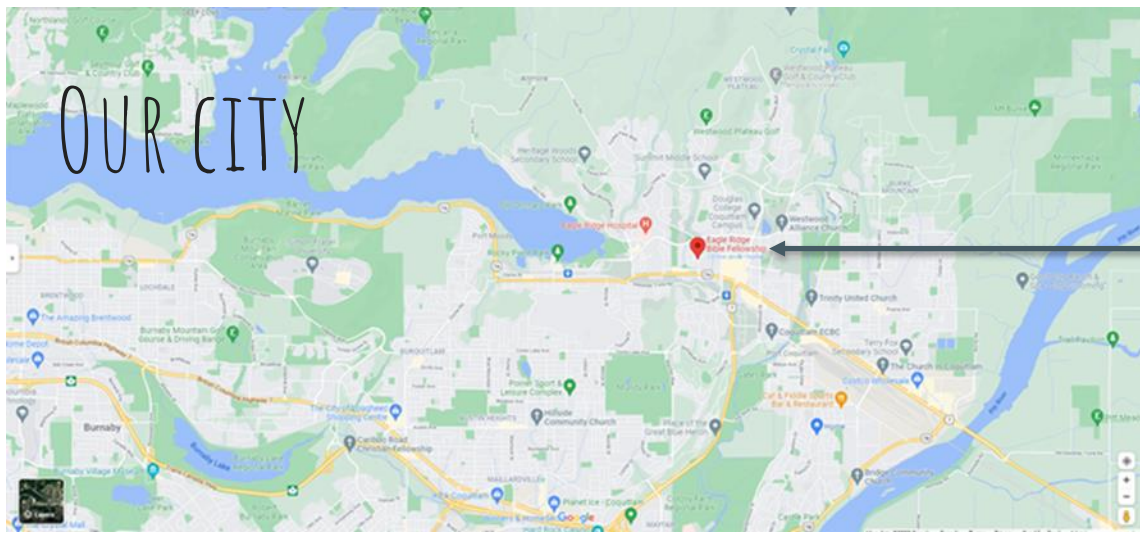
We value worship as a way of life--honouring God in our personal lives and gathering to praise and celebrate Him as a corporate body. (*Psalms 95:6; Psalm 96:9; Romans 12:1*)

We value people of all ages--seeking to express loving care through warm hospitality, small groups, outreach ministries and evangelism. (*Matthew 18:20; I Corinthians 12:12; Ephesians 4:1-6*)

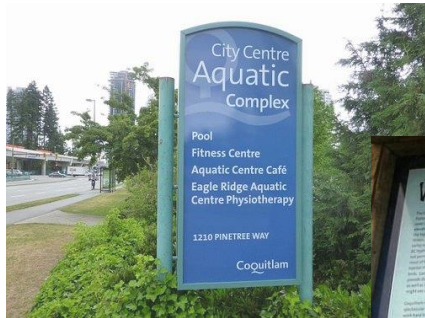
We value personal and corporate stewardship--giving our time, talents, and financial resources to glorify God. (*Matthew 6:19-21; I Corinthians 12:1-11*)

We value participation--believing God, the Holy Spirit, has gifted and enables every believer for ministry; we seek to disciple, equip and release people to serve. (*Matthew 28:16-20; Philippians 2:1-5*)

We value prayer--it is our personal communion with God and an expression of our worship of Him. (*Ephesians 6:18; II Corinthians 7:14; Matthew 6:9-13*)



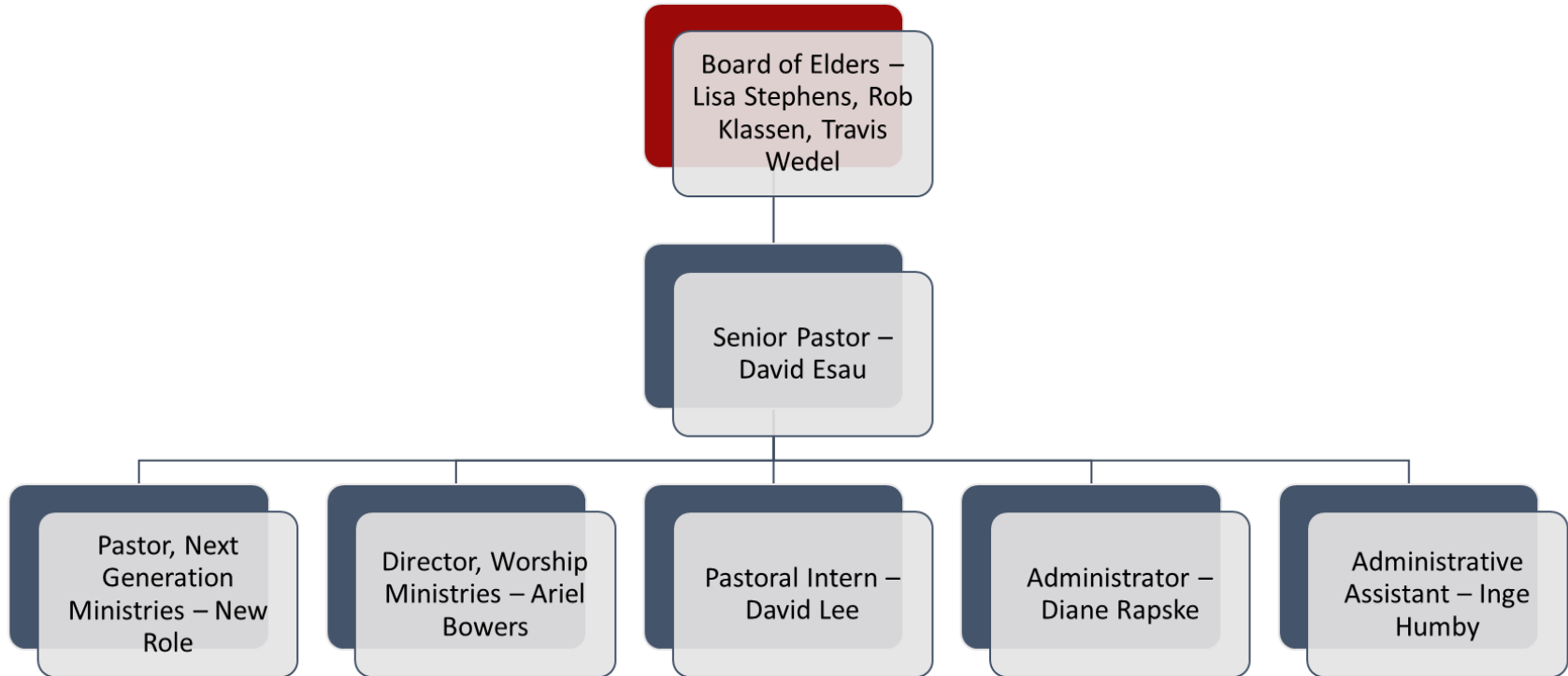
- Coquitlam, British Columbia
- Eagle Ridge Bible Fellowship is located at 1160 Lansdowne Drive, Coquitlam BC.
- There is plenty to do for all ages, whether you are into swimming, cycling, hiking, walking or the performing arts.



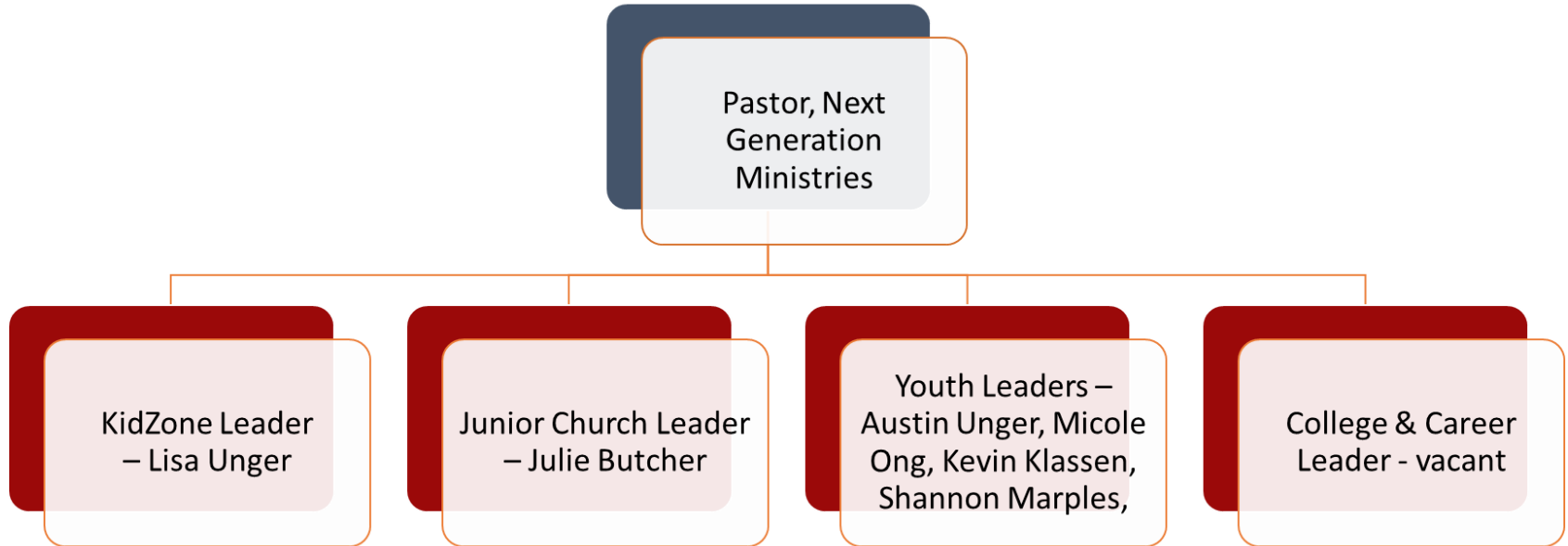
A large, dark wooden cross stands prominently on the left side of the image. It is silhouetted against a vibrant sunset sky with hues of orange, pink, and purple. The cross is surrounded by a dense forest of bare, leafless trees, their intricate branches creating a complex pattern against the colorful background. The overall mood is serene and contemplative.

OUR TEAM

EAGLE RIDGE BIBLE FELLOWSHIP SALARIED/HOURLY STAFF



NEXT GENERATION MINISTRIES VOLUNTEERS



ACTIVE COMMITTEES/MINISTRIES

Building Operations Committee

Finance Committee

Worship Committee

Children's Ministry Committee

Women's Ministry

Men's Ministry

Hospitality Committee

Prayer Team

ESL Classes

Homeless Shelter (Cold Wet Weather Mat Program)



ARE YOU CALLED? (WHAT WE'RE LOOKING FOR)

If you are a born-again Christian, who lives a spirit-led life and has a desire and the skills necessary to provide leadership, and disciple leaders involved in student ministries, then we would love to talk with you.

Just to be clear, we are not looking for a youth pastor...but someone that has a big heart for young lives. We need a leader who takes a bigger picture view of how children come into the church and the systems and programs that will help them develop a meaningful relationship with Christ through their various development stages. We have great volunteers who are the 'feet on the street' and who have a love for the activities they are involved with...but we want to dream bigger for what we can do for Christ. We would like to have a clearer vision, a coordinated plan and support for those leaders actively engaged with kids, youth and college & careers activities.



JOB DESCRIPTION – SUMMARY & QUALIFICATIONS

Position Summary

Reporting to the Lead Pastor and in accordance with Eagle Ridge Bible Fellowship (ERBF) statement of faith, governing policies, and in harmony with other church ministries, the role sets the vision for and oversees ministries that impact the spiritual formation and development of students through to their career stage at ERBF. Working with various ministry leaders and volunteers, the role will support those working with students to develop a solid relationship with Jesus Christ that will extend into adulthood. The role will also establish a vision and plan through the designated ministries to build greater community engagement and outreach programs.

Qualifications

A committed Christian who has or is seeking ERBF membership,

- A minimum of a bachelor's degree in theology, leadership, or a related field,
- A minimum of 5 years demonstrated experience and love for youth ministry and/or college & career age ministry, and/or children's ministry, or an equivalent combination of recent education and experience related to church or not for profit leadership and children, youth, and college & career development.
- Current British Columbia Mennonite Brethren pastoral credentialling or commitment to the credentialling process within two years of being hired into the position. <https://bcmmb.org/credentialing>.
- Criminal Records Check

JOB DESCRIPTION – SKILLS, ABILITIES & PERSONAL RESPONSIBILITIES

Skills & Abilities

- Demonstrated ability to lead and inspire action in others.
- Strong planning, organizational and administrative skills.
- Ability to communicate in a manner that is Christ-like.
- Ability to teach biblical principles and concepts in keeping with the audience.
- Ability to train, cultivate and equip volunteers.
- Ability and commitment to collaborate with staff and volunteers and build supportive relationships with all church ministries.
- Mature, balanced, trustworthy, and able to show compassion and empathy when working with others.
- Demonstrated ability to maintain discretion and confidentiality in handling sensitive church related matters.
- Effective communication skills (written, verbal and interpersonal).

Personal Responsibilities

- Maintains personal spiritual growth through daily prayer and devotion.
- Maintains personal ministry growth through reading, attending appropriate conferences or seminars and attending alternative church services three times/year.
- Maintains integrity of family and personal relationships.
- Maintains the integrity of a balanced work ethic.
- Supports the faith community at Eagle Ridge Bible Fellowship through regular attendance, giving, encouragement, care, and prayer.
- Actively participates in a care group.

JOB DESCRIPTION – POSITION RESPONSIBILITIES

Primary focus for the role is to provide leadership & support to the following ministries:

Children's Ministry

- Supports volunteer leadership team by praying for them, checking in annually to ensure curriculum aligns with ERBF vision and mission and quarterly to ensure needs are heard and addressed.
- Engages in visioning with volunteer leadership for community engagement activities that would draw families to ERBF.
- Actively supports community engagement activities such as summer outreach programs, community events and seasonal activities that are welcoming for the community.
- Works with volunteer leadership team to develop and support parent involvement in children's programs and engage children in spiritual development in the home.

Youth Ministry

- Ensures effective transition from children's programs to junior church program.
- Supports Junior Church Coordinator and Volunteers by praying for them, checking in annually to ensure curriculum aligns with ERBF vision and mission and quarterly to ensure needs are heard and addressed.
- Provides vision and leadership for ERBF youth ministry
- Disciples current and future youth leaders through formal and informal relationship building and mentorship.
- Supports volunteer youth ministry leadership team by praying for them, identifying / collaborating around curriculum to ensure it aligns with ERBF vision and mission and providing leadership at youth events when required.
- Provides support to parents seeking pastoral guidance for youth related concerns.
- In collaboration with youth ministry leadership team, identifies level of engagement required.
- Attends youth events as required to develop relationships with youth and the youth ministry leadership team.

College & Career Ministry

- Identifies effective transition plan for Youth moving to college & career age.
- Builds a team to support the connections and spiritual development activities for College & Career age individuals.
- Develop and oversees mentorship program for College & Careers
- Provides support to parents seeking pastoral guidance for college & career age related concerns.



TIME ALLOCATION

As a start, we would envision the % of annual time spent in each of these ministries as follows:

- Children's Ministry – 15-20%
- Youth Ministry – 50%
- C&C Ministry – 20%
- Next Generation Community Outreach – 10-15%

As each ministry grows and further leaders are developed, these % may change.

COMPENSATION & BENEFITS

RESPONSES TO QUESTIONS YOU MAY HAVE:

- The position is regular-full time
- Compensation is based on the skills, qualifications and experience you are bringing to the role in addition to internal equity with other salaried staff.
- Salaries are reviewed annually by the Personnel Committee Chair & the Board of Elders.
- Benefits include: a Pension Plan, Extended Health & Dental, 3 weeks vacation, book, professional development and cell phone allowances and eligibility for a sabbatical. These offerings are in accordance with ERBF policies and procedures are subject to change.
- Performance feedback will be provided after three & six months in the role, along with a formal 360 feedback process every two years.



CREDENTIALLING

As a member of the British Columbia Mennonite Brethren Conference, it is an expectation that every pastor will complete the credentialing/licensing and ordination process of Mennonite Brethren ministers in British Columbia within two years of being hired in a church ministry position.

For more information please visit:

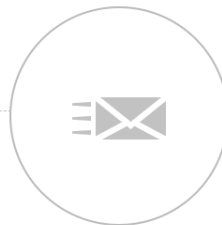
<https://bcmmb.org/credentialing/>

CREDENTIALING PROCESS



REQUIRED READING

The Conference Office will supply the books. Complete your reading before beginning the credentialing document.



CREDENTIALING QUESTIONNAIRE

Send your completed document to our office, after which we will advise you of an interview date with the Board of Pastoral Ministries.



THREE REFERENCES

Select 3 persons to fill out the reference forms linked above. If applicable, also include a 4th spousal form linked below. Have them complete the forms and send them to this office as soon as possible.



CHURCH SUPPORT

Please have your senior pastor or moderator sign your credentialing document indicating that he/she has read supports the application.



BOARD SCHEDULES INTERVIEW

We will require a minimum of 4 weeks from the time we receive all of your materials (including references) and the time of the interview.



CREDENTIALING INTERVIEW

Please bring your spouse to the interview (spousal reference form linked above) to share briefly on his/her spiritual pilgrimage, commitment, and role in the ministry. As well your senior pastor should join the interview with you. Each interview is about 1 1/2 hours.

NEXT STEPS

- If you are interested in connecting with us about this role, please reach out to Julie Butcher, Search Committee Chair.
- We want to know about you as well....so consider writing us a cover letter and submitting your resume.
- We are accepting resumes until *February 18, 2022*
- At the end of February, we will be reaching out to short-listed candidates and providing them with an overview of the interview process.
- We intend to make candidates feel welcome and comfortable during the process, at the same time being thorough in our conversations and assessment. We expect candidates to be thorough too! We want to ensure we are all open to God's leading.
- We look forward to hearing from you!

Julie Butcher, Search Committee Chair
careers@erbf.com
604.910.1724

