Desperately Seeking Interns
Leaders for Life and Mission

Most issues of this newsletter we include a summary on the back page of all the unfilled staff positions that we are aware of in our loose network of Canadian churches. There are usually about 15 churches looking for senior pastors, youth pastors, executive pastors, associate pastors, and other sorts of "settled workers". Once a month, Paul Fletcher sits down with other VMC staff, and together we try to come up with the names and resumes of individuals who might fill those needs. We often don't even have enough "raw" names, never mind appropriate ones. Helping find a good match can be nearly impossible in that situation.

Of course churches look all over the place for new staff, and the Lord of the Harvest is equally Lord of the Church - quite able to provide the right workers at the right time and place. Eventually all the positions get filled, even though church leader teams sometimes feel like they are desperately seeking staff.

Vision Ministries has felt for some time that we needed to work alongside our church partners to develop more leaders truly equipped to work in "our" churches. We have been especially interested in finding those rare folks with enough experience and spiritual maturity, plus the good character, obvious gifts, and call, that are required to work and lead in senior-pastor type positions. We also knew that many people we have met that fit that description, even if they had extensive theological training, were often missing some of the practical wisdom that comes only from "real" hands-on experience.

As frustration with the situation grew, and discussions with our friends began to get repetitive, Jeremy Horne and Nancy Marriott arrived at VMC. Jeremy came with all kinds of experience in, and a deep commitment to developing leaders (including years of doing this as he led Navigators' Canadian Campus Ministry). Nancy honed her administrative skills during a decade at Emmanuel Bible College in Dubuque, Iowa. We've mentioned them in the past two newsletters.

So last fall we started to talk to our friends about the need to fund a program that would take people who had some training and experience, and place them as interns for one year in places where they could do some final preparation to fill these empty positions. We introduced this intention at the same time as our plan to find funds to plant new churches in major Canadian cities. And we kept talking to a group of churches that had the desire and the capacity to be the "laboratories" for the program.

So the people we needed to facilitate Leaders for Life and Mission were provided. The program appears to be coming together nicely. And we're gradually seeing God provide the funds that are needed (the major direct cost of the program is support for interns - who we expect will be at a different stage in life with different financial needs than the people who normally take a year off of work). We are still interested in hearing from people who could provide financial support - some more came to us recently when we had our first ever celebration of what God has done over the years at VMC on May 1 in Waterloo, ON.

So now, we are seeking the 5-6 people who will fill the internship positions in the first year of this program. We are not really doing this desperately. But VMC and its partner churches are intent on finding people who we will be able to recommend to churches as soon as they have finished this program. If you think this describes you, or if you are interested in hearing more about the need to fund a program that would provide the right workers at the right time and place, please contact us.

Details of the program follow:

**General Description**

Each participant in this program will serve for one year in a designated church alongside an established pastor; and be engaged in various leadership roles and projects, while being mentored and coached by members of the leadership team. Participants will be involved with other interns across Canada, through ongoing dialogues and three 5-7 day gatherings when all participants will be together in one location.

**Program Overview**

The program is based on an experiential learning model with a strong emphasis upon development through apprenticeship. There are three key elements to the program:

1. **On-site development** — supervision, mentoring and coaching that builds on learning from church responsibilities, team involvement, and numerous experiential development opportunities.
2. **"Foundation Gatherings"** — times when all the participants come together in one location.
3. A focus on personal development through ongoing assignments, study and cooperative projects. All participants will maintain regular dialogue with one another and the Internship Director.

See [Seeking on page 3](#)
I suspect I’ve explained before in these pages, my disinterest in talking about money. Even though I never forget Terry Winter’s good advice that the two biblical approaches to fundraising are saying nothing (just trusting God) and asking straight out (the nonbiblical approach is “hinting”), I have little interest in asking straight out. That may be fine for the apostle Paul, but I suspect I’m as much not in his category as a fundraiser as I’m not in his category as a theologian.

Nevertheless, more than ever this past year, we’ve been reminding our supporters that we are hoping to receive some extra money. We sent out a general letter in the fall explaining our plans to add an internship program and to intentionally plant two fully-funded churches in major Canadian cities, every year beginning this fall. We expect these two programs will mean we need an extra $195,000/year - over a 60% increase in our receipts. Because we’re doing more, we have more people around. That also means additional costs above that +60% (although more than half of our revenue still basically passes through VMC to planters, etc.).

Anyway, I know it’s a little like hinting to retell you those things. What I’m actually wanting to share is a little of the overwhelming feeling Gord Martin and I have been having over the past few months. We’ve seen the big extra chunk of money we need for new programs begin to arrive. Some small gifts and some giant ones have been dribbling in (including one of $50,000/year for the next three years). Don’t forget that we do need both types of gifts (more people giving means more pray-ers, and those little gifts add up quickly). So even though I’m writing this the day before - we won’t be surprised if God blesses the Celebration Event in Waterloo on May 1, with some more gifts to VMC.

What catches/overwhelms us is the trust that God seems to have engendered in people for this ministry. It’s just us same old guys working here - but people are believing that God can get things done through this operation. Of course it’s not that we don’t agree with them. We’re quite sure that God wants Vision Ministries Canada to work harder and harder to network independent churches together, encourage and help them to be healthier and growing, and get new outreach happening across Canada - especially new local churches. It’s just that as usual, we had forgotten how able He is to get done what we thought we were supposed to do.

There is some distance to go before we have the cash to develop this new double vision. But in the meantime, we feel very blessed, even honoured, by His and your faithfulness to this work of His.

“Dear Mr. Shelby,

We at Salem Church need you to mail this letter to ten friends. We also need you to send fifty dollars into our office within ten days of receiving this letter. If you fail to do the mailings, the curses of Mt. Ebal will be upon you and your family unto the tenth generation.

Yours warmly,

Salem Church Finance Committee”

Fund-raising Chain Letters

2nd Thoughts

Gord Martin
gord@vision-ministries.org

Church Leaders and Primary Delegation

Debate continues to swirl about the subject matter of this article.

The Biblical duties of elders

There is really only one mission for leaders/elders of a New Testament church. They are to carry forward the mission given to the apostles long ago. It is very clear from the book of Acts that the apostles to whom this mission was entrusted by the Lord further delegated that mission to the leaders of the churches they established. Any leader within a church or among a network of churches has a primary responsibility to carry forward that mission.

It is a fundamental error to assume that the Biblical role of the elder is limited to discipling and leading people who are already believers.

There are two primary emphases in the work of leading in or among a network of churches:

1. Reaching, discipling and nurturing people

   The Biblical words and terms used in relationship to these activities are: preaching, shepherding, teaching, mercy, parents in the Lord, praying, protecting, caring, sharing, feeding, visiting, etc.

2. Leading, overseeing and providing direction for a congregation (including financial direction)

   The Biblical words and phrases used in association with this aspect of service are: leading, overseeing, administration, direct the affairs of, debate, reporting to, consider this question, decided, admonish, etc.

Some elders are gifted in both areas, but it is not uncommon to find that some elders are more gifted in one of these spheres of ministry than the other. Elders are responsible for both. But they are sometimes tempted to elevate the ministry sphere in which they feel more competent to the dominant level and delegate the other to a second group of individuals. My observation is that this is not a good idea. In the long run these two kinds of ministry are essential, need to influence each other and must be given priority from the highest level of leadership in the church in order for that leadership to be cohesive, wholesome and well balanced. It is better for elders who differ in orientation to sort out their struggles with each other courageously and humbly than to solidify their differences by creating unbalanced ministry structures. It is the tendency of leaders in smaller churches to avoid the challenges of strategic direction and the temptation of leaders of larger churches to minimize their responsibility for the people side of ministry.

The elders or leadership team are ultimately responsible for whatever direction the church takes. They then delegate ministry roles to others in or to facilitate and advance the direction to which they and the congregation are committed.

Debate continues to swirl...
Delegation from page 2
Delegate to deacons not to deacon boards
The elders or leadership team should delegate primary ministries to Biblically qualified individuals (deacons) who then enlist others to advance a particular sphere of ministry. Sometimes elders entrust overall direction for finances or designing a new facility to a group of deacons. This approach removes overall direction from the elders and creates a two board system which can easily lead to “philosophic overlap” and conflict. It is better for the elders to appoint individual deacons to superintend: children’s ministries, youth ministries, women’s ministries, finances, missions, worship, etc. Those deacons are then accountable to the elders and are responsible for specific areas of ministry. Every couple of months the elders and the deacons should meet to sharpen their vision, report on what they are doing, pray together and discuss a few business items that concern everyone.

Incorporate to improve governance
In recent years many churches have incorporated in order to provide greater legal protection for their primary leaders. All in all, this seems to be a good thing. But make sure that your incorporating model properly reflects your church governance structure. There is no need to make all the members of the church the members of the corporation. That model reflects the governance structure of a congregationally governed church. Neither is there any reason to make the directors of the church somebody other than the elders of the church who are the primary leaders in most of our congregations. However it is important that pastoral staff who are financially supported by the church not be directors of the corporation. They may be members of the corporation but not directors of it. A very simple and acceptable form of incorporation is to make the non-paid elders the directors of the corporation and all the elders including the financially supported ones the members of the corporation. Such a document (produced by our legal counsel) is available on our web site, www.vision-ministries.org. See church leadership/administration. The Canadian Council of Christian Charities believes such an approach adheres to common law principles and is compatible with the procedures of an elder governed congregation.

Pastors, as members of elder groups
Financially remunerated pastors may be (and should be in the case of senior pastoral staff) fully functioning members of the primary church leadership team or elder group. They should not be directors of the corporation as mentioned previously and should adopt a proper “arms-length distance” and avoidance of “inappropriate influence” related to their own financial remuneration or material gain.

The relationship between the primary leadership team and the primary or leading pastor(s) is a complex one. The leadership team or elder board is the employer of the pastor(s) and must not neglect that aspect of their relationship. An experienced pastor(s) on the other hand provides a primary and public leadership role within the congregation. On many occasions an experienced pastor(s) also serves as a mentor of the members of the board. It is of great importance that the board clearly delineate its own responsibilities and those that are delegated to pastoral staff.

Delegation from the elders to staff will be the subject of my next column and is also a major portion of our Making Good Decisions Together workshop. This workshop is a one day event for up to three leadership teams. If you would like to host such an event, give us a call. And, let me know if you want to dialogue further on these matters.

Seeking from page 1
aware of a good person who fits the bill, please be in touch. We have a package with more details and an application form, reference forms, etc. Jeremy and Nancy can answer questions, and both can be reached at the toll-free number and info e-address in the black bar on page 3 of the newsletter. We already know about some excellent potential interns. It’s a joy for us to watch God work things out for us once again. (But do your part please, and be in touch!)
And a fine time was had by all. Or at least we Vision people sure enjoyed the Celebration of Vision that was held at Lincoln Road Chapel in Waterloo, on May 1, 2004. 225+ of our friends joined us for an informal walk-around supper (mostly an opportunity to visit), then a service of thanks to God for what he has done since VMC first opened its doors in 1992. Guest speaker Rod Wilson reminded us that God’s vision (from end to beginning) is to draw a people to himself, we had a video view of the vision of Vision, Gord got us thinking ahead, and VMC Chair Bruce Fournier honoured Gord and Heather Martin. And the Lord, through his people, delivered another $25,000 to help us plant churches in major cities. We continue to celebrate.
Consistent Christian Care

Elnora Bible Centre
Elnora, AB

Take a tour with me in your mind’s eye as we trek across some of the most beautiful prairie countryside. In fact, imagine heading about an hour southeast of Red Deer, AB and arriving at the pretty little community of Elnora, population 300. There’s a hotel and car dealership, one restaurant, plus the health care centre, elementary school and credit union. But is that all? Not on your life! Don’t you dare pass through without visiting Elnora Bible Centre and Salem Acres Bible Camp (SABC). There you will find David and Ruby Broadhead quietly, faithfully and lovingly ministering among the people of Elnora.

Salem Acres actually developed 25 years ago as a Brethren-based residential home for troubled youth. Now, after 13 years of consistent ministry, the Broadhead’s and other local believers have gradually established SABC as a significant, integral feature of local community life - a functioning camp/retreat centre - no longer a home for kids. In the summer, children come to the camp from the local community and from as far away as Calgary and Edmonton. As well, quality children and youth programs occur year-round. For example, 4-H Clubs holds their meetings at the camp. The goal is to establish natural connections with the local, secular world so that a Christian camp is not perceived as a place of borders and barriers, but of community commitment.

Elnora Bible Centre (EBC) also seeks to draw together the whole community of evangelical Christians. Around 20 children and as many adults worship the Lord together on Sunday mornings. The evenings attract youth to an action-packed program run by student volunteers from Prairie Bible College. Women’s bible studies and outreach endeavours happen weekly, as do mid-week gatherings for fellowship and teaching. In all, over 50 people are regularly involved at EBC and with the Broadheads.

One of the greatest challenges facing Brethren-rooted believers from Salem Acres and Elnora Bible Centre is how to pave the way for local evangelicals of various stripes to live and love together. Different denominations bring various traditions. So these believers must build on commonalities and embrace shared essentials to form genuine community as a reminder to others that they are truly disciples of Jesus.

Dave Broadhead reports that the greatest joy at EBC is seeing people who they’ve ministered to and invested in over long periods, finally receive Jesus Christ as Lord and Saviour and begin to witness to God’s grace. Both the camp and the local church have seen a small, gradual harvesting among children, youth and adults.

Meanwhile, the greatest need for the camp is for a Dave and Ruby Broadhead (and Seth) couple that could assist with maintenance and operations and who would share the same passion to impact this local community with the life-changing Gospel of Christ.

So don’t forget the 50 individuals connected to Dave and Ruby and EBC. These small rural works of God can have a huge impact in a small rural community. But it can take some time to get firmly established in communities where change is slower than in the big city. Keep these folks in your prayers. VMC is also quite interested in forwarding additional financial support to this small fellowship. And if you have an idea for the right worker for Salem Acres, let us know that as well.

Praying for church plants

This is a list of the church plants with which Vision Ministries has had key involvement. We’d like you to pray regularly for these fellowships. We’re happy to keep you up to date with news and prayer requests. Contact allan@vision-ministries.org to receive a monthly e-list of items for prayer.

1. Cambridge Community Church, Cambridge, ON 1992 - Rob & Helen Heintz, Dave & Gladys McClurkin
2. Elim Bible Fellowship, Arkona, ON 1994/1998 - Dave & Sandie Daley
3. New Hope Community Church, Waterloo, ON 1996 - Steve & Deb Tulloch
4. Cornerstone Bible Fellowship, Ethel, ON 1996 - Andrew Ventegoe
5. The Cornerstone Community Church, Barrie, ON 1997 - Ron & Winnie Seabrooke
6. The Bridge, Bancroft, ON 1997 - Jim & Claudette Mitchell
7. Quinte Bible Chapel, Belleville, ON 1997
9. Brant Community Church, Brantford, ON 1999 - Andy & Theresa Flatt
10. Strome Community Church, Strome, AB 1999 - Brian & Pat McGaffigan
11. Heidelberg Bible Fellowship, Heidelberg, ON 1999 - Randy & Sherri Hoffman
12. Orillia Community Church, Orillia, ON 1999 - Lawson & Karen Murray
13. Grace Multicultural Community Church, Edmonton, AB 2000 - Dawit & Seble Isaac
14. Calvary Bible Church, Summerside, PEI 2000 - Rusty & Vanessa Fulp
15. Community Bible Church Ilderton, Ilderton, ON 2000 - Scott & Esther Dakin
16. Central Community Church, Kitchener, ON 2000 - Dave & Mary Patterson
17. Sackville Christian Fellowship, Lower Sackville, NS (replant) 2001 - Gary & Karen Glidden
18. Bow Waters Community Church, Calgary, AB (replant) 2002 - Doug & Kari Siewert
19. Heavenly Light, Toronto, ON 2002 - Yonatan Hiray
20. Lifegate Bible Church, Windsor, ON 2002
21. Southview Christian Fellowship, Edmonton, AB 2003 - Stan & Becky King
22. Elnora Bible Centre, Elnora, AB 2003 - Dave & Ruby Broadhead
No surprise to most VMC friends that we’re bringing Rod Wilson back to Ontario, one more time. He was just here on behalf of Vision Ministries, as the key speaker at our “Celebration of Vision” on May 1 (see the pictures on page 4 of this issue). And of course he gets around the world pretty regularly in his work with Regent College, (Vancouver, BC) as an ambassador for that organization and as a highly valued presenter. His ability to clearly and compellingly communicate deep truths of the Bible, theology and psychology is well-known.

So we’ve convinced him to get back in our line-up with a new one-day seminar that we’ve titled “Growing the Leaders Our Churches Need.” Rod and Gord Martin continue to bang around ideas about the four short presentations that will make up this event, but we all agree, and we hear this from many of our friends, that there is a vital need to know better how to grow effective leaders. Rod has particular concern that the Canadian church understand how to do this. He is of course in the “leadership training business” as President of Regent. And his experience as a seminary prof and academic dean for many years (Ontario Theological Seminary, Toronto), as a preaching pastor/elder (Forest Brook Bible Chapel, Pickering, ON), as a counsellor with a PhD in Psychology (York University, Toronto - Rod’s MDiv is from Conrad Grebel, Waterloo, ON); makes him the best person we can think of to bring new light to the leadership development dilemma.

Rod’s first shot at this for VMC will be at the annual Leadership Development Day we sponsor in Oakville, Ontario. The day will include Rod’s good thoughts, plus the usual rich mix of networking/connecting/enjoying one another over lunch and coffee breaks, interactive opportunities to respond to Dr. Wilson’s presentations, and a series of reports of interesting things that God is doing in the churches in the VMC Ontario networks. As usual, the event is paid for by an offering, and is particularly designed for leaders, spouses, emerging leaders, others with an interest in the subject. And as usual, registration is by telephone to VMC’s toll-free number. Don’t miss this excellent seminar presented by our wise friend.

Jay Gurnett

Jay and Marg Gurnett (plus five kids) moved to Waterloo, ON from Sherwood Park, AB seven years ago to help with Vision Ministries (especially in church planting and networking in western Canada), to work as an associate pastor with what is now Lincoln Road Chapel, and so that Jay could teach regularly in the business school at Wilfrid Laurier University.

That happened before VMC had helped develop six churches in the west and before the network in the prairies and BC had grown to 40+ “friendly fellowships”. Jay travelled back west a few times/year in 1997/98. Now he zips around western Canada twice/month. Lincoln Road is almost twice as big as it was back then (and has had two “daughter churches” in that time), and Gurnett keeps teaching three courses/year at Laurier. (It makes me tired even writing this!)

It’s time to refocus. Marg and Jay have been talking and praying about the dilemma of busy-ness and for clarity of vision for about three years. The end of it, is their plan to move to Calgary at the end of July this year, so that Jay can devote himself full-time to VMC activities from that central city in the west. There are a number of church plant embryos that Jay is excited about nurturing, a number of local churches that have asked for some input, and a bunch of new ideas to pursue.

So please pray for this family. They will leave a daughter and son-in-law and a couple of grandkids in southern Ontario. And they are moving back to a “faith-support” position.
THE VALUE OF ELDER RETREATS

Elder retreats are a good thing! Mostly! They are a good thing if the people love to be together. If they don't then it can be a bad thing. And so can the elder meetings!

We have an Elders' Retreat every fall. It's a time to have fun and laugh together. I look forward to it. I am part of a team of people that know how to have a great party. And when it's over I say to myself, "How blessed I am to have these people in my corner!"

I began to think, "What makes that weekend so special? What are the ingredients that might be transferable to other elder groups?" If you have never tried a Friday evening and Saturday together, try it. (Or a Sunday afternoon and Monday, etc.) Here are my thoughts.

1. Make it romantic.

The married members of your Leadership Team should bring their spouses. Together they will have valuable insights that will assist in the decision-making process of the retreat. After all, our spouses are an integral part of the leadership climate of the church. Care should be taken to ensure that those without spouses feel accepted so that they know that they are valued and equally important in your time together.

We choose a hotel within easy driving distance that has an aura of romance about it. We make sure that the Friday evening program doesn't go too late. It starts with a candlelight dinner at a restaurant close to the hotel. I think we all prefer Italian. (Who wouldn't?) Every room should have a special gift basket for the couple to indulge themselves.

2. Make it fun.

Friday evening is spent doing a "fun" exercise that helps us understand each other and our complementary differences. We have used interesting tools like "Colours" and "Fish." There are a lot of other videos and presentations that are fun yet useful for such an evening. Make sure they are humorous. John Cleese has some videos that are worth considering.

3. Make it purposeful.

On Saturday, make the day meaningful by devoting it to something the whole group can relate to and which fuels the passion of the church. Here are some suggested topics, some we have used, others are on our agenda for future weekends:

a. How can we link with our community so that they are glad we are there? (Becoming a church of irresistible influence!)

b. Let's develop a strategy for spiritual growth.

c. What will our church be like in 5 years? (or 2 years or 10 years)

d. Can we work out a model for a church plant in the future?

e. How can we do church better to reach our community for Jesus?

f. How can we develop community, cause and commitment in our small groups?

g. How can we make good decisions together?

h. How can the Leadership Team and the pastors work well as a team?

4. Use an outside facilitator.

In our area we are blessed with wonderful facilitators who have developed the craft of facilitating discussion. They have learned how to draw people out and how to summarize a discussion in short action steps. Vision Ministries may be able to help you find such a person.

In discussion with others I have also received this advice:

- Make sure your retreat is off-site.
- Any material that would make the retreat more focused should be given out well in advance.
- Make sure the agenda that organizes the day is focused and will keep the discussion moving well.
- At the end of the retreat, ensure that there is an action plan (perhaps a task force) that will flesh out the decisions and take them to the implementation and assessment stages.

A good retreat allows you the luxury of enjoying the process as well as the dreams that flow from your time together, and will have an impact on your church's role in extending God's kingdom on earth.

NOTES

Building in Vancouver

Interesting note recently from Mark Anderson in Vancouver. Mark and his wife Petra are both on staff at Marineview Chapel. That local church is offering to rent space in their bright and well-kept church facility in Westside Vancouver. Ideally situated to serve the communities of Dunbar, Southlands, Kerrisdale, and UBC. Facilities include a sanctuary which seats up to 100 people, a lounge/nursery, as well as a small kitchen and Sunday School rooms. Ideal for a small church plant looking for a Saturday evening or Sunday afternoon worship service.

More information from Mark at 604-266-7446.

What about the guys on the floor?

We told you about everyone else, and we have no reason not to tell you that the two fellows sitting on the floor in the picture from the NEXT conference in Vancouver (last issue) are Rob Heintz and Dave Patterson. Rob is lead pastor of VMC's first church plant in Cambridge, ON. Dave writes a page 5 column in this newsletter and is the planter at Central Community Church in Kitchener, ON.

The Lonely Road

A pleasure to see that Glenn Smith of Christian Direction in Montreal, and Melinda Price Wiltshire have managed to pull together the publication and editing of Keith Price's final book The Lonely Road. Melinda is one of Keith's two daughters (Julia Anderson is the other. Mark Price is his son. Keith, who passed away in January 2001, is also survived by his dear wife Rosemary). Keith was a good friend and mentor to many of us at Vision Ministries - and this series of meditations on the suffering of Jesus are a lovely tribute to him. It's a slim book - just 50 pages - but we're keeping them in stock. Be in touch with Henrietta at info@vision-ministries.org. She'll send a copy for $10 (including mailing costs).

In the works

Word is that Ming Peng Gong and the rest of the good brothers and sisters at Toronto China Bible Church (TCBC), a group we've known for a long time but who just recently formally affiliated with VMC, are very close to birthing a new fellowship in the North York area of Toronto. TCBC is excited about a new location in a corner of Toronto where many Chinese have settled. The "mother" fellowship is intending to continue meeting at Wycliffe College on University of Toronto's main downtown campus.
Keep thinking ahead...

We're glad to keep sending this newsletter, or to send it to others who are interested. We can mail a printed copy or put it in your e-mail inbox. If you can help with the costs of the printed copy, it takes about $15/year to produce and mail - though we'll keep sending to anyone interested in receiving. But we appreciate knowing from time to time that we should keep it coming your way. So please drop a note to us to confirm that you want to continue to be on the receiving end. Send your or your friends' electronic or snail mail addresses to:
info@vision-ministries.org or to:
thinking ahead
145 Lincoln Road
Waterloo, ON N2L 4P3

Please keep Vision Ministries current. Send us your up-to-date e-address.

info@vision-ministries.org

3 Jobs at Guelph Bible Chapel

Associate Pastor:
Assists the elders and senior pastor in developing spiritual and numerical growth through visitation and evangelism.
General Qualifications: Degree from a Bible College or seminary and proven experience with a similar evangelical church.
Some Responsibilities:
1. Work with the steering, program and music committees in:
   a. Planning and organizing corporate meetings.
   b. Helping coordinate worship service openings with the speaker.
   c. Making sure our services remain intentionally multi-generational.
2. Help in visitation and evangelism of AWANA parents, Sunday School parents, etc.
3. Be involved in the overall ministry of the chapel.
4. Other duties as directed by the senior pastor and elders, including speaking, developing gift among young men, discipling, hospital visitation, etc.

Pastor of Worship Arts & Administration
Some Responsibilities:
1. Develop and implement moving worship experiences which complement the teaching-preaching.
2. Function as primary worship leader in corporate worship settings.
3. Recruit, develop, train and coach teams to lead worship.
4. Provide vision and strategy to develop worship ministries.

Administration:
1. Co-ordinate administrative work of Office Staff
2. Assist and encourage ministry leaders as required in Strategic Planning and Budgeting for their ministries.

For full job descriptions, more information, or to apply:
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