



Calvary Church, Peterborough, ON

Job Title: Associate Pastor - Next Generations

Status: Full-time, Permanent

Direct Report: Lead Pastor

Calvary Church is a growing congregation in Peterborough, Ontario, with a city population of 83,000, averaging 450 people in attendance on Sundays. Our mission is to be a faith-filled community of Jesus-followers, made new by His love, compelled by His hope, so that generations of people find life in Him.

Role Assignment:

The Associate Pastor of Next Generations will oversee ministry programming, implementation of vision and overarching supervision of both paid and volunteer staff in Children's, Students, and Young Adults Ministries. They will be a key contributor to ensuring alignment of Calvary's values and discipleship pathway for all Next Gen ministries. The Associate Pastor will also contribute with the lead team to shaping Calvary's culture by preaching and teaching in ways that emphasize our mission and strategic assignment: "Responding to the Spirit's invitation to transform the next generations with God's care."

Key Responsibilities and Duties

Pastoral Leadership (50%)

- Provide vision and leadership for all Next Generation ministries (Nursery, Kids, Jr. High, Sr. High, Young Adults/College)
- Provide direct leadership for Jr. & Sr. High Student Ministries with a clear path of discipleship for grades 6–12. Partner with parents and families as primary disciplers of children and youth
- Ensure smooth transitions between age-level ministries and integration into church life
- Preach and teach as assigned by the Lead Pastor to shape the discipleship culture of Calvary

Leadership Development (30%)

- Supervise, coach, and develop paid staff and volunteer leaders across Next Generation ministries
- To create a succession plan for their leadership in Student Ministries (within 5 years)
- Recruit and train lay leaders to serve in Next Generation ministries



- To develop student leaders within the ministry and activate their leadership potential

Managerial Administration (20%)

- Manage departmental budgets and steward resources effectively
- Regular calendar planning, volunteer scheduling and communication within teams
- Participate in staff meetings, training, and retreats under the direction of the Lead Pastor

Required Skills

- Minimum five years of ministry leadership experience with children, youth, or young adults; staff supervision experience preferred
- Relational leader with a heart for the next generations and commitment to Calvary's mission
- Strong preaching and communication skills, able to shape culture through teaching
- Proven track record of disciple-making and equipping others for ministry
- Strategic and creative thinker, with ability to implement sustainable ministry systems.
- Demonstrated ability to lead, coach, and inspire both paid and volunteer teams
- Credentials with the Pentecostal Assemblies of Canada, or willingness to obtain credentials
- Clear police check with a passed vulnerable sector screening & safety policy training

Compensation

- Competitive salary range based on experience, education and qualifications
- Full benefits package include RRSP contributions
- 2-5 weeks vacation based on ministry experience

To inquire, please reach out to michellem@calvaryptbo.church or send resume and cover letter to hring@calvaryptbo.church.

Revised: December 5, 2025