

CANADIAN BAPTISTS OF ATLANTIC CANADA

Ministry Opening

CHURCH / MINISTRY ORGANIZATION

Canadian Baptists of Atlantic Canada

333 Gorge Road, Stultz Hall, Suite 130

PO BOX 6003

Moncton, New Brunswick

E1C 0V7

<https://atlanticbaptist.ca>

AVERAGE SUNDAY ATTENDANCE

N/A

POSITION DESCRIPTION

See attached

CLOSING DATE

03/05/2026

SEND RESUME / CV TO

jobs@atlanticbaptist.ca

FULL TIME NON-PASTORAL POSITION

Director of Future Church

REQUESTED CREDENTIALS

Accredited Ordained Minister





Job posting: Director of Future Church

The Canadian Baptists of Atlantic Canada (CBAC) is seeking a Director of Future Church who loves Jesus, loves the local church, and senses a calling to help the church thrive faithfully into the future.

This full-time role invites a leader who can hold both pastoral wisdom and courageous imagination, someone who can walk alongside churches as they discern new pathways for mission, collaboration, renewal and multiplication, including fresh expressions and other locally contextual ministry models, while also investing in emerging leaders.

Please see the full job description for additional details.

About the Canadian Baptists of Atlantic Canada (CBAC):

The Canadian Baptists of Atlantic Canada is a family of approximately 400 Baptist churches across New Brunswick, Nova Scotia, Prince Edward Island, and Newfoundland & Labrador. Together, we are committed to joining God in our neighbourhoods so that lives and communities are transformed by the hope of Jesus.

Guided by our strategic vision Overflowing with Hope, we believe every church is a fountain of hope, overflowing through sharing the gospel, discipleship in community, care for neighbours near and far, and prayerful dependence on God. As a CBAC Team, we serve our churches by calling hope-filled leaders, fostering hope-filled connections for coaching and care, facilitating hope-filled conversations for the future, and pursuing hope-filled organizational renewal.

CBAC partners closely with a network of ministries and institutions, including Acadia Divinity College, Crandall University, Atlantic Baptist Foundation, Atlantic Baptist Housing, and Canadian Baptist Ministries, all working together for Kingdom impact in Atlantic Canada and beyond.

For further information about the CBAC, visit: <https://atlanticbaptist.ca/>

To apply:

Please submit a cover letter and resume to jobs@atlanticbaptist.ca

Application deadline: March 5, 2026

Only those selected for an interview will be contacted. The successful candidate will be presented for vote at Oasis 2026, with an anticipated start date of September 2026.



Job Title: Director of Future Church

Overview: The Director of Future Church provides strategic, relational, and missional leadership to help CBAC churches discern and respond faithfully to God's leading for both the present and the future. While this role is currently aligned with CBAC's Overflowing with Hope strategic vision, it is designed to serve the CBAC beyond a single strategic cycle by cultivating enduring capacities for discernment, innovation, leadership development, and collaborative mission.

This role focuses on guiding churches through future-oriented conversations, such as partnerships, mergers, adoptions, replants, and new ministry expressions, while also investing deeply in calling and developing young and emerging leaders who will shape the next chapters of CBAC churches.

Principal Responsibilities:

- **Invest in Young and Emerging Leaders for the CBAC**
 - Invest intentionally and proactively in identifying, mentoring, and supporting young and emerging leaders across the CBAC, with particular attention to discernment, calling, and readiness for ministry.
 - Direct Echo, CBAC's calling event, where pastors intentionally invite individuals to explore a call to vocational ministry.
 - In collaboration with the Director of Leadership Development, aid in further developing and strengthening the CBAC apprenticeship program.
 - Help create and sustain clear pathways, networks, and structures that support discernment, mentoring, experimentation, and leadership development for emerging leaders.
 - Encourage churches to identify, release, and invest in emerging leaders locally, cultivating a culture where calling is named, tested, and celebrated.
- **Church Partnerships, Mergers, and Missional Innovation**
 - Encourage, initiate, and facilitate thoughtful, prayerful conversations among churches about their future, including sustainability, collaboration, partnership and mission effectiveness.
 - Develop and share resources that help churches discern pathways forward, including partnerships, amalgamations, adoptions, replants, fresh expressions, micro-church models and other new ministry expressions.
 - Promote and facilitate engagement with ChurchLink and develop other CBAC tools and processes, as needed, that support these conversations.
 - Create opportunities for churches to explore ministry partnerships, shared leadership models, and collaborative mission.
 - Walk alongside churches prayerfully and pastorally as they consider mergers, adoptions, or other structural changes for the sake of greater Kingdom impact.

- Initiate conversations where needed and support churches through discernment, communication, and next steps.
- Encourage and support strategic church planting and replanting, including fresh expressions, micro-churches, and other locally contextual models, creating space for faithful experimentation as churches move and multiply to share Christ's hope with new people and communities.
- **New Congregations and Grants**
 - Oversee and support New Congregation Grants and other future-focused funding initiatives (e.g., New Kind of Church micro-pilots).
 - Work collaboratively with the Director of the Atlantic Baptist Mission Board in the administration and discernment of these grants, particularly during the initial learning and implementation phases.
 - Ensure alignment with CBAC grant guidelines, Reserve Fund parameters, and shared discernment processes, while fostering innovation and faithful experimentation among churches.
- **Future of Denominations and Futuring Work**
 - Research trends related to the future of the church and denominations and bring recommendations to the Executive Minister and CBAC Team.
 - Facilitate working groups and learning conversations related to denominational renewal and sustainability.
 - Contribute to strategic vision development and ongoing organizational discernment.
 - In collaboration with the Director of Youth & Family, ensure younger and diverse voices are meaningfully included in futuring conversations and leadership.
- **New Brunswick Connector**
 - Serve as the primary point of contact between the CBAC Team and pastors/leaders in New Brunswick. (Note: the region may change based on CBAC staff locations and needs.)
 - Proactively build relationships with pastors and leaders, offering connection, listening, and support.
 - Ensure timely referral to appropriate CBAC staff, resources, and partners.
- **Team and CBAC Life**
 - Participate fully in the life of the CBAC Team, including meetings, planning, prayer, and collaborative initiatives.
 - Represent CBAC through preaching, teaching, and leadership in churches, Associations, and affiliated events (varies, approximately once per month).
 - Collaborate with colleagues on shared projects aligned with CBAC's strategic priorities.

Organizational Relationships:

- Reports to the Executive Minister.
- Works closely with the Director of Leadership Development and the Director of Youth & Family.
- Collaborates extensively with the whole CBAC Team.

Terms of Employment:

- Full-time position.
- Location: The position is primarily hybrid, with an expectation of occasional in-person engagement at the CBAC office in Moncton, NB (frequency to be determined in consultation with the Executive Minister).

Qualifications and Desired Attributes:

- Master of Divinity or equivalent.
- Credentialed and in good standing with the CBAC Board of Ministerial Standards and Education (BMSE), or willing to become credentialed with the CBAC.
- Minimum of 5 years of pastoral ministry experience across varied contexts. (10+ years preferred.)
- Experience or training related to church mergers, adoptions, replants, or church planting.
- Demonstrated passion for mentoring and developing emerging leaders.
- Strong relational, collaborative, and organizational skills.
- High integrity, spiritual maturity, self-motivation, and teachability.
- Evidence of Christian conversion and active involvement in a local church.

Conditions of Employment:

- Agreement with the CBAC Basis of Union.
- Willingness to sign the Covenant of Christian Workers and a confidentiality agreement.