

CANADIAN BAPTISTS OF ATLANTIC CANADA

Ministry Opening

CHURCH / MINISTRY ORGANIZATION

Canadian Baptists of Atlantic Canada

333 Gorge Road
Stultz Hall Suite 130
Moncton, New Brunswick
E1C 0V7
<https://atlanticbaptist.ca>

AVERAGE SUNDAY ATTENDANCE

N/A

RATE OF PAY OR SALARY RANGE

\$72,000 - \$95,000

POSITION DESCRIPTION

CLOSING DATE

09/30/2026

SEND RESUME / CV TO

jobs@atlanticbaptist.ca

FULL TIME NON-PASTORAL POSITION

Director of Connections

REQUESTED CREDENTIALS

Accredited Ordained Minister





Job Title: CBAC Director of Connections

Overview:

The Director of Connections is a full-time leadership role that strengthens relationships, care, and healthy ministry across the Canadian Baptists of Atlantic Canada (CBAC). By cultivating networks of support among pastors, churches, peer groups, and the CBAC Team, this role helps ensure that leaders are encouraged, connected, and equipped for healthy ministry. The Director of Connections provides leadership for pastoral networking, healthy pastoral transitions and search processes, and practical support for churches navigating seasons of transition or challenge. While this role advances CBAC's current "Overflowing with Hope" strategic vision, it is intentionally designed as a long-term ministry that will continue to strengthen the CBAC family across future strategic visions. Success in this role is reflected in pastors and churches feeling increasingly known, supported, connected, and equipped to flourish in God's mission.

Principal Responsibilities:

- **Pastoral Networks and Connections**

- **Pastor Clusters**

- Encourage and facilitate participation in Pastor Clusters - groups of approximately 6 to 12 pastors who meet regularly throughout the year for encouragement, peer support, and prayer.
- Develop and maintain simple structures and systems that help Pastor Clusters begin, grow, and remain healthy.
- Mobilize new clusters around regional, ministry, or affinity-based needs.
- Connect pastors to complementary peer support opportunities, including Sozo Centre groups, Leadership Development Intensives, Sharpening Leaders cohorts, and other CBAC peer networks.

- **Connectors**

- Serve as the primary CBAC staff liaison for Local Pastor Connectors, empowering and supporting them in their relational and regional roles. (Current Connectors are listed at the bottom of the page here: <https://atlanticbaptist.ca/connect/>)
- Continually evaluate and refine the role of Local Pastor Connectors as Pastor Clusters, Pastor Hubs and leaders' needs evolve.

- **Pastor Hubs**

- Organize and facilitate regional Pastor Hubs, larger gatherings of pastors and other ministry leaders, for shared learning, collaboration, story-sharing, and connection with the CBAC Team.

- **Nova Scotia Connector**

- Serve as the primary point of contact between the CBAC Team and pastors/leaders in Nova Scotia. (Note: the region may change based on CBAC staff locations and needs.)
- Proactively build and maintain relationships, offering listening, support, and timely connection to appropriate CBAC staff and resources.
- Take initiative to connect regularly with pastors and leaders across the province.

- **Pastoral Transitions and Search Processes**

- Develop and steward a sustainable, hope-filled model for pastoral searches and transitions across the CBAC.
- Create and maintain best-practice resources for pastors discerning transitions or new ministry opportunities.
- Develop accessible, practical resources for church pastoral search committees, including step-by-step guidance and training tools.
- Develop and maintain systems that support healthy pastoral transitions by connecting pastors, churches, and the CBAC Team throughout the search and discernment process.
- In collaboration with the Director of Leadership Development, ensure international pastors are thoughtfully included in pastoral search and transition pathways.

- **Church Resourcing and Challenging Situations**

- Maintain and update Human Resources best practices and policy supports for churches.
- Connect with pastors and congregational leaders navigating challenging ministry or relational situations.
 - Provide prayer, encouragement, and practical guidance.
- Connect churches with trusted resources, including:
 - Church conflict resolution and mediation resources.
 - Church consultants and interim ministry support.
 - Maintain and curate referral lists for counsellors, consultants, and other professional support in alignment with CBAC values.

- **Executive Minister Support and Special Projects**

- Support the Executive Minister through assigned special projects aligned with CBAC's strategic priorities.
- Contribute insight, coordination, and follow-through on cross-team initiatives as requested.

- **Team and Denominational Life**

- Participate fully in the life of the CBAC Team, including meetings, planning, prayer, and collaborative initiatives.
- Represent the CBAC through preaching, teaching, and leadership in churches, Associations, and affiliated events (varies, approximately once per month).
- Work collaboratively with all CBAC staff to strengthen alignment, communication, and shared mission.

Organizational Relationships

- Reports to the Executive Minister.
- Works closely with the full CBAC Team and Senior Staff.

Terms of Employment

- Full-time position.
- 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 and eligible to pursue credentialling with the CBAC.
- Minimum of 5 years of pastoral ministry experience across a variety of contexts. (10+ years preferred.)
- Experience or training in pastoral search processes and transitions.
- Training or experience in human resources is an asset.
- Conflict mediation or church health training is an asset.
- Strong relational, organizational, and communication skills.
- Demonstrated ability to manage multiple priorities with wisdom, discretion, and care.
- Character marked by collaboration, integrity, spiritual maturity, self-motivation, and teachability.
- Evidence of Christian conversion and a life consistent with biblical standards through 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 as conditions of employment.

Salary Range

- Base salary: \$72,000 - \$95,000