

CANADIAN BAPTISTS OF ATLANTIC CANADA

Ministry Opening

CHURCH / MINISTRY ORGANIZATION

Middleton Baptist Church

111 Commercial Street
Middleton, Nova Scotia
B0S 1P0

<https://www.middletonbaptist.com>

FULL TIME PASTORAL POSITION

Pastor of Worship and Discipleship

REQUESTED CREDENTIALS

Open to other credentials

AVERAGE SUNDAY ATTENDANCE

200 or above

POSITION DESCRIPTION

Middleton Baptist Church in the heart of the beautiful Annapolis Valley in Nova Scotia is seeking a full-time Pastor of Worship and Discipleship. We are a growing, vibrant, multi-generational, and multi-ethnic church.

Our previous worship pastor left behind a legacy of engaging and inspiring worship and a strong team of volunteer vocalists and instrumentalists eager to be led and trained by the person of God's choosing who He will call to step into this role. Our church loves to worship our great and awesome God and we are excited about the future of our church and what God has been doing among us.

Besides worship, one of the places we have been sensing God calling us to grow is in our ability to make disciples of Jesus. We currently have a strong small group and prayer ministry, but we recognize that God is calling us to go deeper and wider in making disciples. We have been blessed with numerous people coming to faith in Jesus over the past few years and we see that we need a more intentional process of walking with someone to spiritual maturity.

We are therefore seeking someone with a heart first and foremost for God and His glory, who will lead our team of worship and tech ministry volunteers, and lead our congregation in inspiring and engaging worship that ushers us into the throne room of God. This person will also help us in streamlining a discipleship pathway that helps us walk with people from their first Sunday at MBC to spiritual maturity and vibrancy.

The town of Middleton is small town of about 1800 people but our church draws from a larger catchment area of about 15,000 - 20,000 people. There is a military base nearby (14 Wing Greenwood), and the town of Middleton itself has both an elementary school and a junior/high school. Our church has many families and growing children and youth ministries.

If you sense God may be leading you to serve the Lord in ministry in our church please send a cover letter and resume to Pastor Danny Smith at pastor.dannysmith@gmail.com.

CLOSING DATE

Flexible: open for applications until the position is filled

SEND RESUME / CV TO



pastor.dannysmith@gmail.com





Pastor of Worship and Discipleship

Created August, 2025

The Pastor of Worship and Discipleship is a member of the pastoral team and seeks to fulfill the mission and the vision of God for the congregation of the Middleton Baptist Church. The holder of this position is to be a person who has a heart for God, His people and the unchurched of the community and lead others towards these goals.

The position of Pastor of Worship and Discipleship is considered a full-time position of 40 hours per week.

Accountability:

The Pastor of Worship and Discipleship is accountable to the Governance Board of Middleton Baptist Church through the Lead Pastor. The Lead Pastor will conduct a yearly job review and report to the Governance Board that the review has been completed.

Compensation:

Compensation will be set by the Governance Board. Both experience and education will be taken into consideration when setting the amount. The Pastor of Worship and Discipleship is eligible to receive medical/dental benefits as well as enrol in the CABC pension plan.

Character Qualities:

- Growing relationship with Jesus Christ
- Positive example for others
- Humility/Servant Leader/Not self-seeking
- Teachable
- Positive, Christ-like attitude
- Desire to see others come to Christ and grow in faith
- Self-starter
- Trustworthy/Truthful

- Focused
- Discreet/Able to Keep Confidences
- Dependability/ability to follow through

Competence:

- Clear call to ministry
- Musically and vocally accomplished with the ability to help other vocalists and instrumentalists grow in their own gifting and skills.
- Ability to lead a diverse team of vocalists and instrumentalists to lead worship that is excellent, joyful, and Christ-centered.
- Ability to lead our congregation in worship that connects us with God that we might delight in Him.
- Familiarity with audio/visual technology and media and able to lead our tech team in the effective use of technology that will help enhance worship services both for those in-person and online.
- A proven disciplemaker with the ability to implement and sustain an effective disciple making process.
- Evident leadership and administrative abilities
- Proven ministry experience
- Computer and social media skills required
- Excellent communication skills

Compatibility:

- Support the mission, vision, direction, doctrinal statement, and other policies of the church (eg. Wedding policy, vulnerable persons policy, etc.)
- Loyalty to the Lead Pastor and other pastoral staff
- Work closely with paid and volunteer staff
- Interacts well with the congregation of MBC

Duties:

- (50%) Oversight the worship and technology ministries of the church. This includes: leading our praise team, preparing a weekly order of service in consultation with the Lead pastor, ensuring that the worship presentation for projection on Sunday mornings is complete and acceptable, arranging for and/or leading the worship music for any other special services of the church (eg. Night of Prayer and Worship, Christmas Eve, Good Friday, etc.), arranging for special music, recruiting, training, and resourcing volunteers on our worship team, audio/visual team, personal preparation and practice time needed, and making recommendations to the Lead pastor/Governance Board about how to

improve this ministry. It also includes overseeing (not necessarily maintaining) the church website and social media accounts.

- (40%) Oversight of the discipleship ministry of the church. This includes: coordinating the small group ministry of the church (recruiting and training leaders, strategy and implementation for people to join groups, etc.), help create and facilitate a comprehensive discipleship strategy for the church in consultation with the Lead pastor and other interested stakeholders and advisers, arrange for or host baptism preparation classes, new member classes, and help incorporate Alpha as a key piece of the overall discipleship strategy.
- (10%) Oversight of connections and welcoming. This includes overseeing our welcome team and working with our guest safety team to ensure that guests feel welcomed and safe in our facility, following up with first time guests, and initiating other ministries and teams that help with our ministry of hospitality.
- Attend the weekly staff meeting and other duties as assigned by the Lead Pastor.