Assistant Pastor

LCA Church | Laval, QC | Full-Time

www.lcachurch.ca

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About LCA Church

LCA Church is an English-speaking, Spirit-filled, Christ-centred, multicultural, and multigenerational congregation in Laval, Québec.

LCA is committed to helping everyone STEP, WALK and RUN towards Jesus. We are a church that values life-transforming worship, multigenerational ministry, and equipping people to discover and use their God-given gifts to see the Kingdom of God expand.

We are in an exciting season of growth and transition, and we are looking for a gifted leader to help us move forward.

Role Overview

The Assistant Pastor is a key pastoral leadership role at LCA. Two of the highest ministry priorities in the coming years are: providing leadership, coaching and pastoral oversight to our Next Generation ministries (Children, Youth, and Young Adults) and creating dynamic, Christ-centred worship experiences.

Our ideal candidate brings gifting across both next-generation ministry and worship. However, we recognize that exceptional leaders often have a primary area of strength. If you have passion and experience in at least one of these areas, we still encourage you to apply. We are open to building the role around the right person.

The new Assistant Pastor will work directly with our Senior Pastor, who will heavily invest in their leadership and ministry development.

This is fundamentally a leadership and pastoral role, not a task-execution role. The person we are looking for is a multiplier. Someone who builds teams, develops leaders, and creates a healthy, sustainable ministry culture rather than solely carrying the weight of ministry alone. In keeping with LCA's staffing philosophy and the biblical equipping model of Ephesians 4:11–12, this pastor will be measured not by what they personally accomplish, but by the leaders they develop and release.

Core Philosophy

- Staff exist to equip, not to do ministry alone
- Worship is a spiritual priority, not just a programmatic one
- Next Generation ministry is an investment in the future of the church today
- Success is measured by the health and growth of teams, not the performance of individuals
- Ministry is reproducible, sustainable, and built on strong discipleship pathways and leadership pipelines

Areas of Responsibility (in accordance with gifting)

1. Next Generation Ministry Oversight (as appropriate)

(Children, Youth, Young Adults)

- Provide vision, pastoral care, and strategic direction to Next Generation ministry leaders
- Ensure each ministry area has a clearly identified leader or leadership team empowered to carry out the ministry
- Recruit, develop, and coach volunteers and emerging leaders across Next Gen ministries
- Maintain alignment between Next Generation ministries and the overall mission and values of LCA

Key Outcome: Thriving Next Generation ministries led by empowered volunteer leaders, with clear leadership succession and strong alignment to LCA's vision.

2. Worship Ministry Leadership (as appropriate)

The Assistant Pastor will provide vision, spiritual direction, and hands-on leadership to LCA's worship ministry, working in close partnership with the Senior Pastor and the existing worship leaders and musicians to establish a worship culture that is excellent, authentic, Spirit-led, and accessible to both believers and those still exploring faith.

Responsibilities include:

- Cast and carry the vision for worship at LCA, in alignment with LCA's Worship Planning document and the Senior Pastor's direction
- Recruit, develop, and pastor worship team members - musicians, vocalists, and production team - building a pipeline of emerging worship leaders
- Lead or co-lead worship as needed while actively developing others to lead
- Oversee song selection, set planning, and service flow in collaboration with the existing team
- Ensure worship services are musically excellent, theologically rich, creative and intentionally accessible to first-time guests and the unchurched
- Lead regular worship team rehearsals, devotional team nights, and ongoing leader development
- Develop and maintain clear standards, expectations, and onboarding processes for worship team members
- Work with the tech and production team to ensure a seamless, distraction-free worship environment

Key Outcome: A growing, spiritually healthy worship ministry with strong team culture, a clear leadership pipeline, and life-transforming Sunday worship experiences.

3. Leadership Recruitment & Pipeline Development

- Identify, recruit, and develop volunteer leaders across Worship and Next Generation ministries
- Invite individuals into leadership based on calling, character, and gifting
- Maintain clear role descriptions, onboarding processes, and ongoing development pathways for ministry volunteers
- Leverage LCA's *next**STEPS*** assimilation pathway to identify and recruit new ministry participants

Key Outcome: A growing pool of trained, motivated, and spiritually healthy leaders across both ministry areas.

4. Senior Pastor Support & Shared Ministry Leadership

- Serve as a trusted pastoral partner to the Senior Pastor
- Participate in preaching rotation and pastoral duties as needed
- Contribute to staff and board collaboration as required
- Support church-wide initiatives, pastoral care responsibilities, and strategic planning conversations

Key Outcome: A healthy pastoral partnership that strengthens LCA's overall ministry effectiveness.

What This Role Is Not

To provide clarity, this role is not primarily responsible for:

- Personally running all weekly programs or filling every gap
- Being the sole worship leader every Sunday
- Being the weekly default leader for every Next Gen ministry

Measures of Fruitfulness

Applicable measures will be determined in consultation with the Senior Pastor based on the candidate's primary area of gifting. For example:

- Quality and growth of worship team culture and musical excellence
- Depth of LCA's Sunday worship experience as experienced by the congregation
- Number and quality of volunteer leaders recruited and developed
- Reduced staff dependency across Worship and Next Generation ministries
- Clear leadership succession within each ministry area
- Strong alignment with LCA's vision, values, and staffing philosophy

Qualifications, Character & Competency

Spiritual & Ministry Foundations

- A demonstrated personal, growing relationship with Jesus Christ

- A clear calling to pastoral ministry, with a heart for multigenerational church ministry and/or worship
- Alignment with PAOC theology, values, and ministry culture
- Active personal engagement in worship, prayer, and the Word

Credentialing & Compliance

- PAOC credential holder in good standing (or actively pursuing credentials)
- Theological education appropriate to pastoral ministry
- Current police/vulnerable sector check
- Familiar with and fully supportive of LCA's Child Protection Policy
- French language proficiency is highly desirable but not absolutely necessary; however, having a commitment to learning French is required.

Worship & Musical Competency (as appropriate)

- Demonstrated experience leading congregational worship
- Musical proficiency as a vocalist and/or instrumentalist
- Ability to lead a team spiritually and musically
- Strong instincts for song selection, service flow, and creating accessible worship environments
- Experience with Planning Center Online or similar worship planning tools

Leadership & Relational Competency

- A clear calling toward developing others, not just performing ministry
- Ability to coach, mentor, and release people into leadership
- Strong relational intelligence across multiple generations and cultures
- Team-builder with a servant's heart and a teachable spirit

Work Ethic & Character

- Highly organized, self-motivated, and reliable
- Committed to personal, spiritual and professional growth
- Collaborative with staff, board, and key volunteers
- Operates with humility, integrity, and a commitment to LCA's collective mission

Approximate Time Allocation (Will be adjusted based on gifting and role configuration)

- 35% - Worship Ministry leadership, team development, and Sunday service planning
- 35% - Next Generation pastoral oversight and leader development
- 25% - Senior Pastor support and shared pastoral ministry
- 5% - Strategic planning, collaboration, and church-wide initiatives

Reporting Relationship

The Assistant Pastor reports directly to the Senior Pastor and will participate in an annual review based on the Measures of Fruitfulness outlined above, as well as ongoing personal and professional development consistent with PAOC expectations.

Position Details

- Status: Full-Time (40 hours/week)
- Location: LCA Church, Laval, QC
- Compensation: Commensurate with experience, education and PAOC guidelines, including pension, health benefits, and cell phone allowance

Interested candidates are invited to submit a cover letter, résumé, and any relevant links to samples of preaching or worship leading to pastordan@lcachurch.ca