

Associate Pastor - Sequoia Community Church



Position Summary

Sequoia Church is seeking a godly, gifted, and visionary **Associate Pastor** to serve alongside our Lead Pastor in a season of intentional succession planning. This individual will help shape and implement the church's vision, ensure missional alignment, foster ministry innovation, preach regularly, equip leaders, and lead our Impact Communities.

Over time (4–5 years), and with mutual discernment and regular evaluation, it is our hope that this person will assume the role of **Lead Pastor**, while the current Lead Pastor transitions into a supportive role of Teaching, Leadership Mentoring, and Strategic Advising, with increased focus on city-wide ministry.

Clear benchmarks and “off-ramps” will be built into the process to ensure ongoing health and alignment for all parties.

Reports to

Lead Pastor

Role Type

Full-time, Pastoral Staff

Key Responsibilities

1. Vision & Strategy (in partnership with Lead Pastor)

- Help refine and implement Sequoia's vision and mission across all ministries.
- Ensure missional alignment of church activities and initiatives.
- Bring innovative thinking to strategic planning, particularly in disciple-making and community engagement.

2. Leadership & Team Development

- Recruit, equip, and empower staff and ministry leaders to build strong, Christ-centered teams.
- Oversee assigned staff and ministries with clarity and accountability.
- Foster leadership development pathways for emerging leaders.

3. Preaching & Teaching

- Preach 25–30% of Sundays in Years 1–2, increasing to 40–50% by Year 3–4.
- Contribute to sermon series planning and preparation.
- Communicate biblical truth with clarity, depth, and relevance.

4. Discipleship & Impact Communities

- Provide vision and coaching for Sequoia's Impact Communities.
- Help people engage with Sequoia's discipleship paradigm.
- Model relational discipleship and mission in everyday life.

5. Succession & Transition Planning

- Engage in a clearly defined, multi-year succession process toward the Lead Pastor role.
- Participate in regular evaluations with the Lead Pastor and Board (bi-annual).
- Transition benchmarks (timelines are simply guides)
 - **Year 1–2:** Join leadership team, oversee specific ministries, increase preaching.
 - **Year 2–3:** Expand staff oversight, lead strategic planning cycles, assume 40–50% preaching.
 - **Year 4–5:** Transition to Lead Pastor role, pending Board and congregational affirmation.

6. Kingdom Partnerships & City Unity

- Champion and foster Kingdom partnerships and city-wide unity.
- Represent Sequoia in collaborative ministry efforts across the city.
- Engage with churches, ministries, and networks to serve the broader mission of God in Ottawa and beyond.

Qualifications & Experience

- A deep and growing relationship with Jesus Christ, marked by integrity, spiritual maturity, and Christlikeness.
- Proven leadership experience in church, ministry, or marketplace contexts, ideally within a team-based, multi-staff environment.
- Strong preaching and communication skills with a heart for both the Church and the unchurched.
- A passion for disciple-making, team-building, and mission (local and global).
- Alignment with Sequoia's theology, values, and vision (see [Sequoia's Statement of Faith](#))
- Early to mid-stage of ministry career, with capacity to grow into senior leadership.
- Master's-level theological education (or equivalent) preferred.

Personal Characteristics

- Humble, teachable, and emotionally mature.
- Relational and collaborative, with strong interpersonal skills.
- Spiritually discerning with a shepherd's heart.
- Adaptable and innovative, able to lead through change.
- Courageous in leadership while gentle in spirit.

Timeline & Accountability

- Bi-annual evaluations with the Lead Pastor and Board.
- Clear transition benchmarks guiding growth in responsibilities.
- Agreed-upon “off-ramps” if the succession is not mutually affirmed.

Compensation & Benefits

- Fulltime salary, commensurate with qualifications and experience.
- Additional benefits and compensation package discussed during interview process.

How to Apply

Please submit the following:

1. A cover letter describing your interest and alignment with Sequoia’s vision and mission.
2. A current résumé.
3. Links to 2–3 recent sermons or teachings (video or audio).
4. A brief Philosophy of Ministry statement (1–2 pages).

Send application materials to: **ryand@sequoiachurch.org**