

NORTHVIEW COMMUNITY CHURCH



Opportunity Profile

EXECUTIVE PASTOR OF
INTERNAL MINISTRIES

NELSON/KRAFT
AND ASSOCIATES

EXECUTIVE SUMMARY

Northview Community Church is searching for a relational and gifted pastoral leader to join their team as Executive Pastor of Internal Ministries.

The Executive Pastor of Internal Ministries serves as the primary executive leader responsible for the health, alignment, effectiveness, and discipleship impact of Northview's congregational ministries. Working closely with the Lead Pastor and Senior Leadership Team, this role leads ministry team leaders, strengthens organizational culture, develops leaders, and ensures all internal ministries align with Northview's mission, vision, theology, and strategic priorities. The Executive Pastor of Internal Ministries extends the capacity of the Lead Pastor by translating vision into ministry execution while fostering a unified discipleship strategy across all campuses and congregational ministries.

If you are an experienced executive leader with a deep passion for the local church and the mission of making disciples, we would love to hear from you!





THE WAY ON MY OWN
HEART MADE OF STONE
MOVED IN ME

WHO WE ARE

Northview Community Church is a multi-campus church in Abbotsford, Mission, and Chilliwack, BC that exists to bring people to Jesus and help them become fully devoted followers of Christ. Rooted in the authority of Scripture and centered on the transforming power of the gospel, Northview is passionate about creating welcoming environments where people can encounter Jesus, grow in their faith, and experience authentic community. Through worship, discipleship, outreach, and service, Northview seeks to make a lasting impact in the lives of individuals, families, and communities.

At Northview, ministry is a shared calling. Staff and volunteers work together to help people take meaningful next steps in their relationship with Christ while fostering a culture of spiritual growth, collaboration, and servant leadership. Guided by biblical truth and a commitment to excellence, the church values authenticity, humility, and a deep dependence on God as it pursues its mission.

Joining the Northview team means becoming part of a thriving church community that is committed to helping people discover hope, purpose, and belonging in Jesus. For individuals who are passionate about serving others and advancing God's kingdom, Northview offers the opportunity to contribute to meaningful ministry while growing both personally and professionally in a Christ-centered environment.



OUR MISSION

Northview Church exists to help people become deeply rooted followers of Jesus. Whether you're exploring faith or you've been a Christian all your life, you're welcome here.

OUR VISION

- **Gather.** We gather together weekly because the Christian life is not meant to be walked alone. Having a strong community is essential to weathering the storms of life. It also makes the celebrations that much better.
- **Grow.** We believe every follower of Jesus is on a lifelong journey to grow in their knowledge of God and their relationship with Jesus. We have community groups, bible studies, classes, and resources to help you on this journey. All of these opportunities are in community with others because, again, together is better.
- **Go.** We believe every follower of Jesus has been sent to be salt and light in the community and to tell others about Jesus. As you Gather and Grow you will begin to feel confident to share your faith with others.



KEY RESPONSIBILITIES

INTERNAL MINISTRY LEADERSHIP & PASTORAL OVERSIGHT (40%)

Leader of Leaders

- Provide direct leadership, coaching, accountability, and support to the leaders responsible for Family Ministries, Discipleship Ministries, Care & Community Ministries, and Weekend Ministries.

Ministry Alignment

- Ensure all congregational ministries operate within a shared philosophy of ministry and discipleship.
- Create alignment between ministry departments, eliminating silos and fostering collaboration.
- Ensure ministry initiatives align with overall church priorities and strategic objectives.

Ministry Effectiveness

- Develop appropriate ministry assessment tools and feedback mechanisms to evaluate disciple-making effectiveness, volunteer engagement, ministry impact, and organizational health.
- Ensure ministry leaders establish clear goals, annual plans, and measurable outcomes.
- Regularly evaluate ministry effectiveness and recommend adjustments as required.





DISCIPLESHIP STRATEGY & ORGANIZATIONAL HEALTH (25%)

Discipleship Pathway Leadership

- Oversee the teams responsible for the development and implementation of a cohesive discipleship strategy that guides individuals from conversion toward spiritual maturity.
- Oversee the teams that ensure effective integration between Children, Youth, Young Adult, Adult, Care, and Community Ministries.
- Champion spiritual formation across all congregational ministries.

Development of Leaders

- Foster a culture of leadership identification, mentoring, coaching, and multiplication throughout Northview.
- Ensure systems are in place to recruit, equip, train, and retain volunteer ministry leaders.
- Develop leadership succession plans within ministry departments.



Staff Culture & Organizational Health

- Promote healthy staff culture, teamwork, communication, collaboration, and ministry effectiveness.
- Assist ministry leaders in navigating organizational change and growth.
- Encourage spiritual vitality among leaders and ministry teams.



STAFF LEADERSHIP & ADMINISTRATION (15%)

Staff Management

- Provide ongoing coaching, mentoring, and supervision of direct reports.
- Conduct annual performance reviews and regular Coach & Connect conversations.
- Assist leaders in establishing annual goals and evaluating progress.

Strategic Planning

- Translate the Lead Pastor's vision into actionable ministry priorities and plans.
- Collaborate with fellow Executive Pastors to establish annual and long-range strategic objectives.
- Participate in church-wide planning and leadership initiatives.

Budget Stewardship

- Work collaboratively with the Executive Pastor of Administration to establish, steward, and monitor annual ministry budgets.
- Ensure resources are aligned with strategic priorities and ministry effectiveness.

SENIOR LEADERSHIP & CHURCH-WIDE CONTRIBUTION (20%)**Senior Leadership Team Participation**

- Serve as a member of the Senior Leadership Team.
- Contribute to the strategic direction, culture, and organizational leadership of Northview.
- Partner closely with the Lead Pastor and fellow Executive Pastors in advancing the mission of the church.

Council of Elders Participation

- Serve as a non-voting participant in Council of Elders meetings alongside other Senior Leadership Team members.
- Support the Council of Elders in implementing approved strategic initiatives.

Weekend Presence

- Participate in weekend service responsibilities, including service hosting, Pastor-on-Call duties, congregational engagement, and leadership visibility.
- Opportunities to preach and teach will be determined based upon gifting, experience, and ministry need.

QUALIFICATIONS & EXPERIENCE

- Graduate degree in Theology, Ministry Leadership, Organizational Leadership, or a related field, preferred.
- Minimum of 10 years of leadership experience, preferably including large church ministry, multi-site ministry, and executive or senior leadership experience.
- Demonstrated success in leading leaders, building healthy teams, and developing ministry systems.
- Proven ability to translate vision into effective organizational execution.
- Strong organizational leadership, communication, and strategic planning capabilities.
- Skills in personnel management, coaching, and leadership development flowing from a pastoral heart.
- Familiarity with the cultural and ministry context of Canada, preferred.
- Pastoral positions must be credentialed with the BCMB Conference within the first two years of employment.

LEADERSHIP PROFILE

The ideal candidate possesses the gifting, experience, and leadership capacity to serve as the primary leader of a large organization, yet is genuinely called to serve in a second-chair leadership role, strengthening and complementing the ministry of the Lead Pastor through partnership, loyalty, influence, and shared vision.

PERSONAL CHARACTERISTICS

- A passionate follower of Jesus Christ with a lifestyle that honours and uplifts His name.
- A proven developer of leaders who empowers others to flourish.
- A collaborative leader who naturally builds trust and unity.
- An excellent communicator with strong relational intelligence.
- A servant leader marked by humility, emotional maturity, and wisdom.
- Fully aligned with Northview's theological convictions and ministry philosophy.
- Models and promotes Northview's Staff Core Values: Win as a Team, Humble, Positive Attitude, and Double the Master's Money.



ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline and details for this search:

Location: Abbotsford, BC

Application Deadline: November 12, 2026

Short List Interviews: December 2026

Start Date: TBD

Salary Range: \$105,000 - \$154,000

This position is currently available

HOW TO APPLY

Apply online at nelsonandkraft.com/jobs with your cover letter and resume. You must be eligible to work in Canada.

Nelson/Kraft & Associates Inc. is an executive consulting firm that specializes in working with not-for-profits and for-profit businesses across Canada, assisting them in the placement of senior executives and directors.

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Nelson/Kraft & Associates Inc. also welcomes and encourages applications from candidates with disabilities. Accommodations are available on request for candidates taking part in the selection process. If you require disability-related accommodation during the recruitment process, please contact us.

OUR SEARCH TEAM



mark@nelsonandkraft.com
778.982.4427

MARK KRAFT LEADING THE SEARCH

Mark is a trusted and sought-after executive search leader, with over 20 years of combined experience in the public and private sectors. Bringing a deep level of care and commitment to his clients, Mark has successfully led over 100 executive talent searches across Canada, for roles ranging from CEO to CFO, to COO. With his breadth and depth of experience, Mark has become a respected advisor and go-to expert for non-profit, charity, and faith-based organizations looking to source top executive talent.



matt@nelsonandkraft.com
613.355.1412

MATT ROBBERSTAD SUPPORTING THE SEARCH

Matt is an accomplished Talent Acquisition Manager with a strong background in the non-profit sector. With over a decade of leadership experience in recruitment and retention, he has a proven record of success. Matt has effectively managed end-to-end recruitment processes for a wide range of positions at Christian Horizons, a major faith-based developmental service organization in Canada. His extensive expertise in recruitment and selection enables him to identify the ideal candidates for various organizational roles.



alexa@nelsonandkraft.com
604.226.8846

ALEXA KROEKER SUPPORTING THE SEARCH

With extensive experience in executive and board assistance, Alexa combines her recruitment expertise with a keen understanding of organizational needs to build high-performing teams. She's adept at crafting compelling job descriptions and leveraging advertising strategies to attract the best candidates for your organization. From the initial kickoff meeting, Alexa listens attentively to understand the nuances of your ideal candidate, ensuring a tailored and effective recruitment approach.