

Pastor of Preaching and Discipleship

Associate Pastor Job Posting



Benton Street Baptist Church is seeking a full-time Pastor of Preaching and Discipleship to serve in an associate pastor role and join our team of elders.

Located in the heart of Downtown Kitchener, Benton Street Baptist Church (BSBC) has served our community for over 150 years. Today, we are excited to see God building on that foundation as He leads us into a new and exciting season of ministry.

Over the last few years, our church family has experienced significant growth and change. We now have approximately 300 people of varied ages and cultures who come from all walks of life to unite around the life-changing power of the Gospel. The Holy Spirit is stirring the hearts of our people to abide deeply with Jesus and reach our city with the Gospel.

In March 2025, Pastor Jaye Rice moved into our Lead Pastor role, after serving in an associate pastor position at BSBC for 17 years. His role is to discern vision in this new season and develop strategies to teach, equip and mobilize our people to share the Gospel. He does this by providing leadership to our staff team, board and other ministry leaders. His work also includes preaching approximately 25% of the time.

The Pastor of Preaching and Discipleship will be the primary Sunday morning preacher. He will be a man who is passionate about helping people understand the Bible. His excitement about the Word of God will encourage people of all ages to follow Jesus and transform our city with the Gospel so it becomes "in Kitchener, as it is in heaven."

Please find attached the complete job description and our statement of faith on our website at benton.church/what-we-believe. Applications can be submitted to search@benton.church.

Benton Street Baptist Church

Ministry Description for

Pastor of Preaching and Discipleship

The Pastor of Preaching and Discipleship will serve in the Associate Pastor role at Benton Street Baptist Church (BSBC). He will serve as a vocational Elder and be accountable to the Lead Pastor.

Qualifications:

- Biblical qualifications for eldership according to 1 Timothy 3
- Ordained with 5+ years of varied ministry experience
- Masters degree from an accredited evangelical seminary or equivalent education and experience
- Gifted in preaching and teaching with a mature understanding of the Scriptures
- Demonstrated leadership gifting with the ability to work on a team
- Has the vision and skills to use technology to advance the Gospel
- Consistently nurtures his personal relationship with God through the practice of spiritual disciplines
- Has a passion to see individuals come to know God and to grow in their relationship with Him
- Has a deep desire to see people become disciples of Jesus who are excited about the Gospel and able to disciple others
- Fully aligned with the mission, bylaws and Statement of Faith of BSBC

The primary responsibilities of the Pastor of Preaching and Discipleship are as follows:

1. Preaching the Word

- Preach God's Word with clarity and sound Gospel-centered doctrine
- Preach God's Word in a way that's relevant to an urban, multi-ethnic and multi-generational congregation
- Be the primary preacher for Sunday morning services
- Determine preaching series in collaboration with Elders on a quarterly basis

2. Oversee Discipleship Ministries

- Oversee the equipping and mentoring of people to participate in teaching ministry
- Create resources (e.g. podcasts, blogs etc.) to expand on Sunday morning sermons
- Foster a love of the Bible and encourage people to engage with Jesus in their daily lives

3. Elders, Board and Staff

- Serve as a vocational Elder on the team of Elders
- Attend board meetings
- Be accountable to the Lead Pastor
- Assume staff management responsibilities in the absence of the Lead Pastor

4. Congregational Support

- Officiate weddings and funerals
- Provide spiritual care, shepherding and pastoral counseling
- Provide visitation in collaboration with the Director of Congregational Care and the Lead Pastor
- Actively develop God-honouring relationships with members of the church and community