



Mission Leader Position Profile

Mission: Sharing Christ's love and equipping communities to grow in faith.

Vision: A thriving body of Christ within remote B.C. coastal First Nations communities.

The B.C. Mission Boat Society (BCMBS) is a charitable, non-profit Listed Service Organization within Lutheran Church–Canada (LCC). Since 1999, BCMBS has served remote First Nations communities along the coast of British Columbia by building meaningful relationships and sharing the Gospel of Jesus Christ.

Through volunteer teams from across Canada and the United States, BCMBS facilitates children's programs, Bible studies, family events, and community gatherings. Increasingly, communities are requesting deeper spiritual care, teaching, and ongoing pastoral presence. In response, BCMBS is expanding toward sustained Word and Sacrament ministry, with the long-term goal of establishing worshipping Lutheran congregations.

Position Overview

BCMBS is seeking a confessional Lutheran leader with a servant heart for mission to serve as Mission Leader.

This full-time position integrates mission development and organizational oversight, grounded in the goal of sharing Christ in the communities that we serve. The Mission Leader will guide the mission's strategy and operations while supporting and coordinating the provision of pastoral ministry.

Position Details

- Position Type: Full-time, salaried
- Salary & Benefits: Based on experience and aligned with LCC salary guidelines and benefits
- Location: Campbell River, British Columbia (relocation required)
- Start Date: Negotiable

Reporting and Support Structure

The Mission Leader reports to the Board of Directors and works collaboratively with it.

Support includes the Director of Finance, Director of Spiritual Care, Board-appointed working groups.

The Mission Leader works in coordination with the BCMBS Missionary at Large (MAL) and the LCC Domestic Mission Director in matters relating to pastoral ministry.

Primary Responsibilities

Responsibilities may evolve in accordance with the needs of the mission as BCMBS continues to grow and expand its ministry.

1. Strategic & Spiritual Leadership

- a. Develop and execute a comprehensive mission strategy aligned with BCMBS's mission and vision
- b. Ensure that all teaching and programming aligns with Holy Scripture and Lutheran Confessions with the assistance of the BCMBS MAL
- c. Support the development of worshipping Lutheran communities in coordination with the BCMBS MAL
- d. Prioritize personal devotion, including daily time in the Word

2. Cultural Awareness & Development

- a. Grow in understanding of First Nations culture and context
- b. Serve with humility, respect, and cultural sensitivity
- c. Engage in ongoing professional and theological development

3. Mission Operations & Program Oversight

- a. Oversee the day-to-day operations and administrative functions of BCMBS
- b. Provide direct oversight of office operations, staff, and administrative systems
- c. Design, implement, monitor, and evaluate mission programs
- d. Ensure programs are culturally appropriate and tailored to the communities served
- e. Coordinate volunteer teams and mission trips into communities
- f. Participate in Board planning, including the Annual Retreat

4. Team & Volunteer Leadership

- a. Recruit, train, and support volunteers, staff, and summer workers
- b. Build and maintain a high-functioning mission team
- c. Ensure each volunteer team has clear leadership and support while in community
- d. Encourage ongoing spiritual growth among volunteers and community participants

5. MAL Support & Coordination

- a. Support the BCMBS MAL by coordinating logistics, scheduling, and mission integration
- b. Ensure pastoral visits are well-supported through planning, communication, and follow-up
- c. Assist in identifying opportunities for expanded pastoral care within communities
- d. Facilitate communication between the MAL, Board, and supporting congregations

6. Stakeholder Engagement & Relationships

- a. Serve as the primary ambassador of BCMBS within LCC and partner communities
- b. Build relationships with:
 - i. First Nations leaders and community members
 - ii. LCC congregations and pastors
 - iii. Donors, foundations, and supporting organizations
 - iv. Encourage community participation in mission leadership and discernment of vocations

7. Fundraising & Financial Stewardship

- a. Collaborate with the Director of Finance and Board on budget development
- b. Lead fundraising initiatives, including:
 - i. Annual campaigns
 - ii. Donor development and care
 - iii. Congregational and organizational partnerships
 - iv. Ensure responsible stewardship and accountability of resources

8. *Advocacy & Representation*

- a. Represent BCMBS at conferences, congregations, and events
- b. Promote awareness of the mission and its impact
- c. Strengthen partnerships within LCC and other mission organizations

9. *Governance, Compliance & Administration*

- a. Ensure compliance with applicable regulations and reporting requirements
- b. Contribute to organizational planning, policy development, and evaluation
- c. Work collaboratively with the Board to advance BCMBS's mission

Qualifications & Characteristics

Required

- Confessional Lutheran theology aligned with LCC
- Strong commitment to mission and pastoral care
- Ability to coordinate and support pastoral ministry in collaboration with ordained pastors

Preferred Experience

- Minimum 5 years of leadership experience
- Experience in missions, non-profit leadership, or church work
- Experience working with pastors, congregations, or church networks
- Fundraising and financial management experience

Personal Attributes

- Have a heart for the first Nations people and their culture
- A Servant Leader: Models Christ-like humility and leadership
- A Communicator: Strong teaching and public speaking skills. Clear and engaging written and verbal communication
- A Relationship Builder: Builds trust across diverse cultural and organizational contexts. Works collaboratively with Board, staff, and communities
- A Strategic Thinker: Organized, adaptable, and capable of leading in a dynamic environment. Strong problem-solving and decision-making abilities

Culture and Expectations

The Mission Leader serves as a visible representative of BCMBS and is expected to embody Christ-centered leadership in all areas of life and work.

The successful candidate will be required to become a member of the B.C. Mission Boat Society, if not already.

Application Process

Please submit: Cover letter, Resume, Three references (one pastoral)

Email: board.secretary@bcmissionboat.org Subject Line: Mission Leader Application

Additional supporting materials may be included.