



Ladner Baptist Church

Following Jesus Together. Sharing His Hope.

Lead Pastor – Job Description

Effective Date: September 2019

Title: Lead Pastor (Full-time)

Who we are:

- A multi-generational church in the close-knit town of Ladner (30 minutes from Downtown Vancouver) affiliated with the Fellowship Pacific in BC and Yukon.
- A church with a Sunday morning attendance of approximately 200 and thriving, community focused mid-week programs for many demographics.
- A church with 120 years in our community, seeking our next Lead Pastor to help us towards our vision of *Everyone Together – belonging, growing, serving*.
- For further information, please see our detailed Church Profile.

Who you are:

- A demonstrated leader who is a Spirit filled, Bible believing follower of Jesus.
- Excited and able to lead a diverse team of full-time, part-time and volunteer staff towards the fulfilment of our mission and vision in our community and across generations.
- A gifted communicator able to both teach scriptural truth and cast vision for the future of our ministry.
- Able to continue and grow a culture of leadership development.

Expectations and Qualifications:

1. Character

- One who lives a Spirit filled life, marked by exemplary Christ-like character publically and privately.
- One who believes that the Bible is the inspired Word of God, true in its entirety.
- One who demonstrates and fosters the Biblical values of grace, humility, hospitality, transparency, and accountability.
- One who has authentic empathy, born out of life experience and perseverance through hardship and testing in his own life and ministry. Has the ability to communicate God's faithfulness through difficulty, spurring others on to believe God for victory within the circumstances of their own lives.



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- One who has significant evidence of kingdom fruit in their personal life and ministry.
- One who gladly gives God the credit for their success in life and ministry, rejoicing in all things, thereby leveraging every opportunity to honour God and point people to Jesus Christ.
- One who understands, practices, and promotes the value of Sabbath Rest and takes time for personal refuelling.
- One who lives generously, and compellingly encourages a spirit of generosity in others.

2. Competency

- A gifted and transformational, Biblical preacher whose passion for ministry springs from a spiritual burden for people.
- One who inspires people into a deeper and closer relationship with Christ through preaching, teaching, and modelling.
- A visionary leader who can describe previous ministry success in stretching and guiding believers to be mature in their faith, to serve in ministry, and to grow in giving. Able to encourage, empower, and equip God's people to carry out the vision God has given to us for the sake of His glory.
- Willing to explore fresh and innovative ways to be relevant to all generations and to those who are not engaged in Christian community.
- A fiscally wise steward of both personal and church resources.
- Will meet the qualifications set out in the Church's bylaws:
 - A man prepared by God who clearly possesses the qualifications given in 1 Timothy 3:1-7.
 - He shall be in harmony with the Church's Statement of Faith.
 - He shall be charged with the duties of ruling (1 Timothy 5:17), shepherding the flock (1 Peter 5:2), defending, preaching, and teaching the truth of God's word (Titus 1:9), setting a Christ-like example (1 Peter 5:3), administering the ordinances of baptism and communion and prayer (Acts 6:4).

3. Leadership Skills

- Able to effectively implement strategies that incorporate the congregation in fulfilling the church's mission.
- Able to develop insight into, and responses to, the specific issues confronting the church.
- Is a creative and innovative leader able to embrace and articulate the church's core values, foundational beliefs and vision, and lead the congregation to implement plans for church growth, discipleship, community outreach, and advancing the gospel both locally and globally.



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- Becomes the lead communicator of vision and direction for the church.
- Is one who works well in a pastor-led and deacon-protected church culture. Champions a team-oriented staff environment, and fosters and encourages learning and positive risk-taking.
- Provides leadership by engaging staff and church leaders to:
 - develop annual ministry and personal growth plans, and provides the necessary coaching, support, and opportunities to empower them;
 - develop measures to evaluate church health and ministry effectiveness;
 - assess staffing needs and carry out annual reviews.
- Is a proven team leader and team member.

4. Pastoral Care and Spiritual Development

- Able to lead the church in providing pastoral care to the congregation.
- Leads by example in actively seeking God's direction for our church, its members, and himself through prayer and Bible study.
- Is called to equip and encourage members in their spiritual development and growth through prayer and Bible study.

5. Missions

- Called to and passionate about leading the church in outreach and sharing the gospel.
- Enthusiastic about promoting and supporting both local and global missions opportunities.

Leadership Structure: The Lead Pastor is accountable to the Church Board of Deacons. All staff members are accountable to the Lead Pastor.

Compensation: This is a full-time salaried position with benefits.

Application Process: Interested applicants may send a cover letter and resume to search@ladnerbaptist.ca or "Attention: Search Team, LBC" to the mailing address below.

Confidentiality will be ensured.

Application Deadline: January 20, 2020