



Contact:

Pastoral Search Committee Chair Brenda Krastel

[brenda.krastel@fbcnanaimo.ca](mailto:brenda.krastel@fbcnanaimo.ca)

1650 Waddington Road, Nanaimo, BC V9S 4W3

[www.fbcnanaimo.ca](http://www.fbcnanaimo.ca)

## **POSITION: Full Time Lead/Senior Pastor**

We are seeking a Senior Pastor to provide Biblical preaching, teaching and spiritual leadership.

First Baptist Nanaimo is a well-established church with a thriving multi-generational congregation of approximately 350 and growing. We have a large volunteer base who works with our pastoral team to minister to all ages. Our vision is for people to KNOW Christ, GROW in their love for God and others and SHARE His gospel.

### **OVERVIEW**

The Lead/Senior Pastor will:

- Communicate God's Word and reveal the person of Jesus Christ with clear relevant preaching and teaching
- Equip congregation for service, effectively shepherd followers of Christ
- Guide the congregation to become a community on mission
- Support and encourage the leadership team toward maturity in Christ
- Develop meaningful worship services and encourage fellowship that draws people into a closer personal relationship to God and each other
- Provide spiritual oversight

### **PERSONAL ATTRIBUTES**

You have a clear calling to pastor and have strong Godly character and morals. You bring experience as a Pastor and are either ordained and recognized with the Canadian Baptist of Western Canada or can seek such recognition.

### **GIFTS AND ABILITIES**

We are seeking a candidate that:

- Has strong communication skills
- Is able to develop leadership in others through training and discipleship
- Will collaborate effectively with Elders, Pastors, Council and Staff
- Is able to relate and minister to all ages
- Maturely model and teach godliness and Christian commitment

### **QUALIFICATIONS**

- Preferred Masters of Theology/Divinity or higher from a recognized institution
- Significant pastoral experience (minimum of 5 years)
- Eligible for membership at FBC Nanaimo

### **COMPENSATION**

Salary and benefits will be based on current recommendations from the CBWC with consideration given to education and experience.

Please submit a cover letter and resume to Brenda Krastel at [brenda.krastel@fbcnanaimo.ca](mailto:brenda.krastel@fbcnanaimo.ca)

FIRST BAPTIST CHURCH - NANAIMO

INFORMATION PACKAGE

FOR SENIOR PASTOR



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# **First Baptist Church**

## **Church Covenant**

Having been led, as we believe, by the Spirit of God, to receive the Lord Jesus Christ as our Saviour, and on the profession of our faith, having been baptized in the name of the Father, and of the Son and of the Holy Spirit, we do now in the presence of God and this assembly, most solemnly and joyfully enter into the covenant with one another as one body in Christ.

We will endeavour, therefore, by the help of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge, wisdom and holiness; to promote its prosperity and its spirituality; to sustain its worship, ordinances, disciplines and doctrines; to contribute regularly to the support of the ministry, the expenses of the church, the relief of the unfortunate and the spread of the gospel through all nations.

We will also endeavour to maintain family and private devotions; to educate our children in the knowledge of God and His will; to seek the salvation of our kindred and acquaintances; to be just in our dealings, faithful in our engagements and an example in our way of living and to be zealous in our efforts to advance the Kingdom of our Saviour.

We further will endeavour to watch over one another with brotherly love; to remember each other in prayer; to aid each other in sickness and distress; to cultivate Christian sympathy to seek reconciliation.

We also will endeavour when moving from this place to unite with some other church where we can carry out the spirit of this covenant and the principles of God's Word. Finally, in all things we will seek to live to the honour and glory of our Lord Jesus Christ.

# **First Baptist Church**

## **Statement of Faith**

### **1. The Bible**

We believe the Bible is the infallible, inspired Word of God and our final authority in all matters of faith and practice.

### **2. God**

We believe there is one God eternally existent in three Persons: Father, Son and Holy Spirit.

### **3. Jesus Christ**

We believe in the Deity of Christ; His virgin birth; His shed blood for atonement; His bodily resurrection; His ascension; and His personal return to establish His kingdom on earth.

### **4. Salvation**

We believe that all men are made in the image of God and through sin and rebellion have forfeited fellowship and are now by nature sinful and lost and that for salvation, Holy Spirit regeneration is absolutely essential.

### **5. The Devil**

We believe that Satan is a person and that Hell is a place of eternal conscious punishment of all Unsaved.

### **6. The Holy Spirit**

We believe that the Holy Spirit convicts of sin, makes believers children of God through the new birth, assuring them of heaven, and by His indwelling enables Christians to live a Godly life.

### **7. Justification**

We believe that men are justified on the single ground of faith in the shed blood of Jesus Christ.

### **8. Eternal Security**

We believe in the eternal security of the believer.

## **9. The Church**

We believe that a New Testament Church is an organized body of baptized believers practicing Scriptural ordinances and actively engaged in fulfilling the Great Commission.

## **10. Believer's Baptism**

We believe that baptism is a Scriptural ordinance requiring immersion of believers only, to be administered by a New Testament church.

## **11. The Lord's Supper**

We believe that the Lord's Supper is a Scriptural ordinance of the church to be partaken of by obedient Christians.

## **12. The Resurrection of the Dead**

We believe in the resurrection of both the saved and the lost, the saved unto the resurrection of life and the lost unto the resurrection of damnation.

# **What's Important at FBC?**

A working list of our values

## **1. Shaped by Scripture**

We desire to not only grow in Bible knowledge, but to allow biblical scripture to change us & to form us as disciples of Jesus, through the work of the Holy Spirit.

## **2. Prevailing in prayer**

Prevailing prayer is a vital expression of life at FBC. We desire to have this as our foundation for everything we do.

## **3. Walking, gathering and living in harmony**

We desire to walk together in Christian fellowship, speaking the truth in love to one another, to live in harmony as a multi-generational community of believers.

## **4. Discipling**

We believe in the equipping of the body for the work of the ministry. This is part of our lifelong journey toward maturity in Christ.

## **5. Community engagement & outreach**

Our mission is to know Christ and make Him known in our community and beyond.

*NB: our updated values are a work in progress with the hope that the new Pastor would help shape the discussion.*



# First Baptist Church

## SENIOR PASTOR

### *Job Description*

#### 1. OVERVIEW

The Senior Pastor is the primary full-time leader of First Baptist Church.

#### 2. MAJOR OBJECTIVES

The Senior Pastor should provide strong leadership in achieving the following objectives:

- a) Communicate God's Word and reveal the person of Jesus Christ with clear relevant preaching and teaching
- b) Equip congregation for service, effectively shepherd followers of Christ, and oversee a discipling culture
- c) Guide the congregation to become a community on mission
- d) Support and encourage the leadership team toward maturity in Christ
- e) Develop meaningful worship services and encourage fellowship that draws people into a closer personal relationship to God and each other
- f) Serve as the spiritual guide for Ministry Teams

#### 3. SPECIFIC RESPONSIBILITIES

- a) Perform and coordinate the primary preaching (and teaching) ministry
- b) Provide encouragement and support to people involved in ministry;
- c) Provide leadership to worship teams and leaders and coordinate planning of worship service
- d) Participate in selection of other staff;
- e) As Team Leader be responsible for building effective staff relationships and for delegated ministries performed by other staff. The Senior Pastor should enable each staff member to utilize his or her gifts in the ministry of the church.
- f) Oversee/administer the ordinance of Baptism and the Lord's Supper, weddings, funerals and dedications;
- g) Ensure the implementation of church policies (eg. the policy on physical/child/sexual abuse);
- h) Oversee the ministry of congregational care including visiting, counseling, responding to crisis situations, and be available to listen to people's concerns and give advice, sympathy and encouragement;
- i) Equip the church for evangelism and outreach ministries including joint efforts with other local churches where appropriate;
- j) Serve as an ex-officio member of the Church Council and Elders' Board and be available when asked to meet with other commissions, committees, and task forces as may be required for the effective ministry of the church; (may change with governance)
- k) Coordinate with the personnel committee to ensure the annual job review for church staff
- l) Participate in an annual personal job review with Elders, the Personnel Committee and a Church member-at-large

- m) Attend denominational and interdenominational meetings, conferences and conventions as approved by the Elders' Board and encourage other staff persons and members to do likewise;
- n) Attend local ministerial meetings

#### **4. LINES OF AUTHORITY**

- a) The Senior Pastor is accountable to the church membership and, as Ministry Team Leader, reports monthly at the Elders and Council meetings, as well as at the Church's regular Business Meetings;
- b) The Senior Pastor directs all staff. As the Ministry Team Leader, the Senior Pastor will give other staff the freedom to achieve their mandates as set out in their job descriptions;
- c) The Senior Pastor must obtain approval of the Elders, Personnel or appropriate Commission chair for the expenditure of church funds outside of budgeted pastoral allowance

#### **5. QUALIFICATIONS**

- a) Preferred Masters of Divinity/Theology or higher from a recognized educational institution;
- b) Minimum of 5 years pastoral work;
- c) Excellent interpersonal and group communication skills;
- d) Leadership qualities which direct all other staff and inspire Christian service amongst lay people;
- e) Become a member of First Baptist Church, Nanaimo;
- f) Must be ordained and recognized by the Canadian Baptists of Western Canada or will seek such recognition as soon as possible;
- g) Provide a RCMP Criminal Records check