

Position: Lead Pastor

Burnaby North Baptist Church

Small enough to know you, large enough to serve you.



3977 Albert St, Burnaby, BC V5C 2E2

(604) 298-3013

www.bnbc.ca

Position Description

We are seeking a new lead pastor, as our pastor has retired. This is a full-time salaried position based on 40 hours per week with the ability to vary the work schedule as needed to meet the needs of the congregation. This person will promote spiritual growth and demonstrate Biblical leadership principles through personal practices.

Burnaby North Baptist Church has an average Sunday attendance of about 75 with 10-15 joining via YouTube streaming. Our congregation comes from over 15 countries and is diverse in culture, income, background and age. Despite this, we are a close-knit family who look out for each other and lift each other up.

Application Submissions

We invite candidates to apply with a cover letter and Ministry Information Profile (MIP – download <http://cbwc.ca/leaders/pastors/>) to the Search Committee at bnbcsearch@gmail.com and the pastoral settlement office.

pastoralsettlement@cbwc.ca Questions may be sent to bnbcsearch@gmail.com

Application Deadline: August 15, 2025

Primary Responsibilities

- Work with the Church Council to lead us into God's will and vision for our church
- Provide overall leadership and/or supervision of the programs and activities of the church
- Provide leadership and support for the church staff
- Provide scripture-based preaching and teaching that challenges us in spiritual and practical ways and emphasizes members' growth in Christ
- Provide pastoral care and regular visitation
- Mentor and develop people for leadership
- Lead church service that is sensitive to the needs of our congregation
- Evangelize and represent Jesus through word and service in the church and their local community
- Lead by spending quality time with the pastor's own family
- Fulfill administrative responsibilities as agreed upon with the Church Council

Character

- Demonstrate a visible faith in Jesus and walk with the Spirit
- Demonstrate the Biblical qualities of leadership as presented in the New Testament
- Demonstrate genuine concern and love for people and their spiritual journey
- Demonstrate commitment to the pastor's own spiritual growth
- Open to new ideas while being sensitive to existing traditions
- Encourage input from lay leadership and congregation in making decisions
- Able to delegate responsibility to others
- Have strong interpersonal and communications skills
- Comfortable with a multicultural, multigenerational congregation
- Commitment to prayer and a passion for scripture

Qualifications

- **Education**
 - Master of Divinity or Bachelor of Theology or other acceptable pastoral degree
 - Ordination (or eligibility) for ministry with the CBWC
- **Experience**
 - Demonstrate an understanding of pastoral leadership in a multi-ethnic, urban community church setting
 - Demonstrated competence in preaching and teaching God's Word
 - Have successful experience in working with a church board
 - Have at least three years of pastoral ministry experience

Accountability

- Be accountable to the Church Council and ultimately to the membership
- Be in acceptance of the Canadian Baptists of Western Canada (CBWC) statement of faith
- Abide by the Burnaby North Baptist Church Constitution
- Abide by the pastoral code of conduct as outlined by the Ministry Policies, Procedures and Protocol of the CBWC

Who Are We

Staff: Roger Mott, Worship Pastor. 20 hours/week

Sandra DeLeo, Children's Pastor. 15 hours/week

Council of Directors: Nine elected members of the congregation. Meetings are monthly.

[BNBC videos](#)

Sunday service is 10:30 Sunday morning with a well-attended coffee and fellowship time in the lower level afterwards. Communion is celebrated on the first Sunday of each month and there are mid-week and pre-service prayer groups. Other events include a quarterly church lunch, monthly Men's Breakfast, Women's Group and young adult Games Night, and three ongoing weekly bible studies. Each month BNBC takes its turn to offer a Sunday service at Seton Villa Assisted Living. We also participate in Burnaby's Hats Off Day Festival.

We are a safe place for several people who need extra help coping with life, either due to physical, cognitive or developmental issues. While the pastoral staff are involved with these individuals, each has also bonded with multiple members of the congregation and with this support they thrive as part of our community.

Our church building was recently renovated with new siding and the windows were replaced, giving it a modern look and good street appeal.

BNBC currently has no outstanding debt of any kind, including any mortgage on the building – it is free title. We have met our financial budgets consistently over several years.

We also receive rental income as the building is used by:

- Ebenezer Community Korean Church on Sunday afternoon
- Amazing Grace After School Care on weekdays
- Alcoholics Anonymous meetings that are held twice weekly in the evenings

Burnaby is in the Lower Mainland on the eastern border of Vancouver.

www.burnaby.ca/our-city

BNBC is in the Burnaby Heights neighborhood and close to a wide variety of services and amenities. The Vancouver and Burnaby School Districts offer French immersion in both elementary and secondary schools and the church is within commuting distance of SFU, UBC, and BCIT as well as (by car) Trinity Western University. Within ten a minute drive of the church you can find a community center, swimming pool, tennis courts, par 3 golf courses, public libraries, and dozens of restaurants. There are hiking trails, beaches and three local ski hills within 30 minutes. Whistler/Blackcomb Resort is approximately two hours away. Our reputation for rain is well deserved but also produces lush green forests and lawns. Winters are short and mild with minimal snow allowing many outdoor activities such as tennis, golf, cycling and hiking throughout the year.

Housing in Greater Vancouver is costly, both for purchase and for rent, and we do urge you to do some research and include this factor in your consideration.

