

FBC SENIOR PASTOR JOB POSTING

First Baptist Church of Waterloo, Ontario, is seeking the right man to serve as our next Senior Pastor. We are looking for the following characteristics:

Loving: A Senior Pastor must love our Lord and Saviour, Jesus Christ, above all else. That relationship will manifest itself in his loving care for God's people and a desire to reach the unsaved (Matt 22:37-40; Mark 12:29-31; 2 Cor 5:14-17). After Peter affirmed his love for Christ, the Lord commanded him to "feed His sheep" (John 21:15-17). A man of God will do likewise; therefore, a Senior Pastor will be known by his love for others (John 13:34-35).

Shepherding: As the under-shepherd, the Senior Pastor must model Christlikeness to the people he serves, providing godly leadership, spiritual protection, and oversight. In addition, he should seek to provide spiritual growth opportunities for all who attend FBC (1 Peter 5:1-4).

Preaching/Teaching: The Senior Pastor affirms the complete inerrant authority of God's Word. He faithfully preaches from the Bible in an expository, evangelistic manner, thereby nourishing the flock and protecting it from false doctrine (2 Tim 4:1-5; Titus 2:11-15).

Leading: The under-shepherd not only feeds the sheep but also leads and directs them wisely. The faithful pastor understands that Christ Jesus has given His Church a mission to accomplish in this world and he seeks to keep the congregation focused on that mission.

Vision Casting: Working with the existing ministry staff, leadership, and church members, the Senior Pastor prayerfully establishes short- and long-term visions for the church. These visions are to be missional and evangelistic, adhering to the great commission (Matt 9:37-38; 28:18-20).

Managing: The Senior Pastor needs to possess strong administrative, managerial, interpersonal, and team-building skills.

Finally, we acknowledge that this description represents an ideal and recognize that few pastors will be gifted in every area outlined above. We are prayerfully trusting the Lord to provide a man whose unique combination of gifts complements those of our church, so that together we may faithfully fulfill His mission.

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Title: Senior Pastor
Status: Full Time
Reports To: Board of Deacons

Specific Duties: Vision and Leadership (20%)

- Provide overall leadership for church ministries and operations
- Pray for the present and future regarding vision, mission, goals, and plans
- Encourage corporate prayer time
- Provide leadership and mentorship to current staff and volunteers

Sunday Services (50%)

- Prepare and preach Biblical sermons
- Oversee service calendar and planning
- Lead Communion and conduct baptisms
- Connect with church members, adherents, and attendees

Congregational Care (20%)

- Biblical counselling as required
- Visit, email, pray for, and encourage members, adherents, and others who connect with our church
- Be available for biblical guidance and direction as opportunity arises

Other Duties (10%)

- Other duties as required

The above percentages are to be a guideline that may vary depending on needs

Skills Required: See attached Senior Pastor Profile document

Other Requirements: Must be in agreement with First Baptist Church's Statement of Faith, Church Covenant, By-Laws, and Church Distinctives (see Appendix A) without reservation

Please forward resumés to: search.committee@fbcwaterloo.com

FIRST BAPTIST CHURCH HISTORY

First Baptist Church was established in 1931 as a home missions initiative of Benton Street Baptist Church in Kitchener. The growing congregation soon purchased a property at the corner of John and Caroline Streets in Waterloo in 1934.

Over the following decades, the church experienced both spiritual vitality and numerical growth, eventually relocating to its current facility in 1982. This season of growth also led to the planting of several churches, including Fellowship Bible Church in New Hamburg, Grandview Church in Kitchener, and Creekside Church in Waterloo. In addition, Woodland Terrace (also known as Erbbaptist Senior Residence) opened in December 1982 and continues to operate as a ministry of First Baptist Church.

Today, our congregation continues to expand in both number and cultural diversity, offering a variety of ministries for all age groups. In recent years, FBC has extended its global reach through live-streamed services, which are viewed by individuals from numerous countries each Sunday. The church also supports Korean and Persian congregations, each worshipping in their respective languages.

For more information about First Baptist Church and its ministries, please visit www.fbcwaterloo.com

OUR COMMUNITY

First Baptist Church is located in Waterloo, Ontario—a small city of approximately 129,000 residents. Waterloo is widely recognized for its leading academic institutions, including the University of Waterloo, Wilfrid Laurier University, and Conestoga College, which has a growing presence in the city. The area is also known for its thriving technology sector, influential think tanks, and innovative businesses. Residents and visitors enjoy abundant recreational opportunities, along with quality shopping and dining experiences set against the charming architecture of Uptown Waterloo.

Waterloo is part of the larger Region of Waterloo, a mid-sized community of about 700,000 people. This region also includes the cities of Kitchener and Cambridge, as well as the rural townships of North Dumfries, Wellesley, Wilmot, and Woolwich. These surrounding communities are known for their vibrant festivals, local farmers' markets, and rich Mennonite heritage.

APPENDIX A

Church Distinctives:

FBC upholds a literal interpretation of Scripture, endeavoring to discern its meaning as intended by the original authors, within its historical and grammatical context. This interpretive framework undergirds the church's doctrinal positions on matters such as salvation, baptism, and eschatology—including the role of Israel in the end times and the millennial reign of Christ—among other theological convictions.

Senior Pastor Profile – First Baptist Church, Waterloo, ON

Overview

The Senior Pastor is the under-shepherd, providing spiritual oversight and direction to the church and its ministries. This includes providing leadership through biblical expository preaching/teaching and exercising biblically defined pastoral qualities and duties (1 Tim 3:1-7; 2 Tim 4:1-5; Titus 1:5-9; 1 Peter 5:1-4). He should willingly lead and equip ministry staff/lay leaders, creating vision for the building up of the body to the glory of God. This also includes overall leadership in the day-to-day operations of the church.

The Senior Pastor needs a firm foundation for his life and ministry. This comes from a personal commitment to prayer, God's Word, and being led by the Holy Spirit (1 Thes 5:16-18; Phil 4:4-8; 2 Tim 3:16-17; Ps 119:105; Rom 8:12-17; Gal 5:16-26). To be credible with the congregation, a pastor needs to demonstrate the aforementioned disciplines, which are best evidenced by living out what he preaches. A pastor needs to demonstrate spiritual vitality by exercising his spiritual giftedness in preaching, teaching, and modelling Christlikeness to the congregation. Lastly, a pastor needs to be a man who cares for and communicates with people of all ages.

Expectations

Not all pastors' ministries are the same but at least 6 key duties/characteristics are essential for successful local church ministry:

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Expected Qualifications and Attributes

- Meet the biblical qualifications of a pastor/teaching elder
 - Acts 6:1-4; 20:28; 1 Tim 3:1-7; Titus 1:5-9; 1 Peter 5:1-4
- Be a man of prayer
- Possess a lifestyle characterized by moral integrity, ethics, humility, and servant leadership
- Have a servant's heart for people of all ages
- Teach God's Word in a clear, compelling, relevant, and reverential manner
- Be proficient in biblical theology and the ability to convey biblical truth
- Possess a Bachelor of Theology (or equivalent)
- Possess a Master of Theology or Master of Divinity (preferred)
- Have a recognized ordination
- Have 10 years or more in pastoral ministry (preferred)
- Agree with the church constitution and policies
- Have experience leading staff and volunteers in a unified vision and direction
- Possess strong administrative and communication skills
- Able to plan, set goals, promote events, and foster leadership development
- Able to mentor, encourage, motivate, and show true compassion
- Possess good interpersonal skills with an ability to listen and counsel

Responsibilities

- Seek to glorify God in all aspects of the church's ministries
- Shepherd the flock
- Provide the overall direction for Sunday worship services
- Affirm the authority of God's Word through expository preaching
- Implement plans/visions that align with the church's values
- Oversee and participate in pastoral counselling and crisis intervention
- Champion ministry and mission opportunities for the congregation and staff in fulfilling The Great Commission
- Build strong relationships with the congregation
- Motivate/mentor staff and lay leaders to develop their spiritual gifts and to grow in Christ
- Maintain and cultivate daily personal devotions, prayer, and growth in God's Word
- Maintain a healthy balance between family life and ministry life