

LEAD PASTOR PROFILE AND JOB DESCRIPTION

Saanich Baptist Church, a multi-generational church with a weekly attendance of about 250 people (plus online viewers and micro-churches), with two campuses, established ministry partnerships, and ties to the Fellowship Pacific in BC and Yukon, is seeking a Lead Pastor. We seek a collaborative leader, who will build on our existing culture of “serving the city”, revitalize our sense of community and belonging, help us nurture the next generation of Christ-followers, and lead us to become a community of Christ-followers who love God, love people and are inspired to make disciples.

Please see our [Church Profile](#) to learn more about our history and culture, as well as the unique community in which we are located.

- **Leadership Structure:** The Lead Pastor is responsible for all staff members and is accountable to the Servant Leaders Board.
- **Terms of Employment:** This is a full-time, salaried position with benefits.
- **Contact:** Interested applicants may send a cover letter and resume to searchcommittee@saanichbaptist.org Confidentiality will be ensured.

QUALIFICATIONS, COMPETENCIES AND PERSONAL LIFE

Our preferred applicant holds a BA or graduate degree in a ministry related field and has ten years of ministry experience, including as a Lead Pastor at a multi-staff evangelical church.

He is a mature Christ-follower and a man of impeccable character and integrity. The Fruit of the Spirit is abundantly evident in his private and professional life, and he models the Biblical qualifications for an elder and servant leader¹. He affirms and commits to eagerly uphold the core values and doctrinal beliefs of Saanich Baptist Church. He is a compelling teacher and a team-player with an approachable style.

KEY COMPETENCIES

Servant Leadership: focusing on the growth and wellbeing of the church; devoting time to uplifting, caring, and teaching.

Approachable: building meaningful relationships; being available to address concerns.

Empathy: fostering heartfelt interactions; approaching people and issues with curiosity.

Accountable: being open to questions and inviting feedback and collaboration.

Modeling Faith in professional and personal life; engaging in self-development and growth.

¹ 1 Timothy 3:1-7, Titus 1:6-9, 1 Peter 5:1-4 and Luke 22: 25-26

PERSONAL LIFE

- Maintain an authentic faith by giving time to personal refreshment and spiritual growth.
- Seek to model the Christian life in a way that is relevant in today's world.
- Strive to maintain a healthy, growing marriage and family relationships (if applicable).

RESPONSIBILITIES

The Lead Pastor will honour his responsibilities in collaboration with ministry staff, lay leaders and volunteers.

VISION

- Develop the vision of the church in collaboration with the Servant Leaders Board, staff, lay leaders, and the congregation.
- Take the lead in communicating and maintaining focus on the vision.
- Oversee the creation and implementation of an overall ministry strategy for the church in alignment with the vision.

COMMUNITY AND OUTREACH

- Foster a sense of community and belonging among the congregation.
- Ensure the delivery of Pastoral Care to the congregation at both campuses.
- Build on our existing culture of service to the community.
- Explore and develop opportunities for ministry at the local and global levels with the goal of fulfilling The Great Commission to "make disciples of all nations."

TEACHING AND DISCIPLESHIP

- Provide oversight of the weekly services at both campuses with attention to their overall tone and content. Provide opportunities for corporate worship, Biblical learning, prayer, participation in the ordinances, and fellowship.
- Preach and teach the word of God to grow spiritually mature followers of Christ. The Lead Pastor bears responsibility for the weekly pulpit ministry at our two campuses and is supported by other preaching staff.
- Ensure delivery of targeted teaching and discipleship opportunities for children, youth, young adults and seniors.
- Provide for the discipleship of young and new believers. Equip and encourage mature Christ-followers to grow in love of God and service to others.

ORGANIZATIONAL LEADERSHIP

- Be responsible for and give leadership to the church staff. Equip the Ministry Staff for their current roles and future leadership by mentoring, coaching, providing training, and holding them accountable.

Wilkinson Road Campus

4347 Wilkinson Road
Victoria, BC V8Z 5B8
250.744.2020

saanichbaptist.org

Centennial Park Campus

7577 Wallace Drive
Saanichton, BC V8M 1V8
250.744.2020

- Embrace partnership with and accountability to the Servant Leaders Board by, among other activities, providing timely and detailed reports on finances, ministry, staffing, and other relevant topics.
- Maintain excellent stewardship of the church's financial and human resources. This includes managing the budget with integrity and transparency and following best HR practice.