

CANADIAN BAPTISTS OF ATLANTIC CANADA

Ministry Opening

CHURCH / MINISTRY ORGANIZATION

Whitby Baptist Church

411 Gilbert St E

Whitby, Ontario

L1N 1R6

<https://whitbybaptist.ca>

PASTORAL POSITION

Lead Pastor

REQUESTED CREDENTIALS

Accredited Ordained Minister or
Candidate for Ordained Pastoral
Ministry

AVERAGE SUNDAY ATTENDANCE

50-74

RATE OF PAY OR SALARY RANGE

70,000 - 90,000

POSITION DESCRIPTION

Whitby Baptist Church is prayerfully seeking a passionate and visionary leader to serve as our next Lead Pastor and oversee the spiritual leadership of our congregation. Located in Whitby, Ontario our church is a member of the Canadian Baptists Churches of Ontario and Quebec (CBOQ) and is a vibrant community of Christ Followers dedicated to connecting with God, His Word, His Church, and His Mission. We are looking for a Spirit-led individual who will shepherd our congregation into our next chapter of ministry.

Responsibilities:

The Lead Pastor will be responsible for a range of duties, including but not limited to:

- Providing spiritual leadership and vision for the church in alignment with biblical principles and core doctrines described in the CBOQ This We Believe resource. This involves casting a vision for the church's future, setting direction, and inspiring the congregation.
- Preaching and teaching the Word of God in a manner that is biblically rooted and relevant to contemporary life. The Lead Pastor is expected to preach most Sundays.
- Assisting in organization weekly worship services in partnership with WBC's worship leaders.
- Administering the ordinances of baptism and communion.
- Providing pastoral care and instruction to the congregation, ensuring spiritual growth and adherence to Christian teachings. This may include visitation, counselling, and leading membership classes.
- Equipping believers to discover and use their spiritual gifts for the work of ministry.
- Building and maintaining relationships with members of the congregation, demonstrating a shepherd's heart and a love for people.
- Working collaboratively with church leadership, in a congregational governance model in partnership with the Elders and the Board of Directors. The pastor reports to and seeks counsel from the Board of Elders.
- Leading and encouraging the congregation in sharing their faith with others outside the church, fostering a culture of evangelism.
- Maintaining a commitment to the church's theological convictions (as a Baptist church, this would align with core Baptist beliefs).
- Supporting existing ministries such as food bank and partnership church congregations that share and



meet in the WBC building.

- Actively participating in denominational events and active participation in denominational and regional events.

Desired Qualities and Qualifications:

The ideal candidate will:

- Be a person of God who fits the biblical description for the role of an elder/overseer (see 1 Timothy 3:1-7; Titus 1:5-9; 1 Peter 5:1-4).
- Have a profound passion and love for God, the Bible, and the Body of Christ.
- Demonstrate a vibrant, intimate, and prayerful relationship with God.
- Be reliant on the Holy Spirit and rooted in Scripture.
- Possess strong communication and interpersonal skills, relating openly and comfortably with diverse groups of people.
- Have a passion and love for evangelism, with a desire to share God's Word with the community.
- Demonstrate a gift for teaching and preaching.
- Be committed to equipping the saints for the work of ministry (Ephesians 4:12).
- Ideally have 4 or more years of pastoral ministry experience.
- Hold a minimum bachelor's degree in theology or biblical studies
- Be comfortable with blended worship styles
- Model integrity, compassion, and commitment to pastoral care.
- Be able to articulate and describe their calling to ministry and how God has verified this in their life.
- Be in agreement with Baptist Distinctives and theology and be willing to be approved and credentialed by the CBOQ, and if not credentialed with the CBOQ, will start the process within one year.
- Be willing to submit an updated criminal reference check (including vulnerable sector screening) upon selection and legally eligible to work in Canada.
- Provide personal and professional references

Compensation Package:

Compensation for the Lead Pastor position at Whitby Baptist Church includes a competitive package designed to attract and retain a qualified leader. The following outlines the key components of the compensation package:

- Base salary range of \$70,000 to \$90,000 annually, commensurate with qualifications and experience.
- Specific allowances, i.e. mileage, education, etc.
- Four weeks vacation
- Comprehensive benefits package provided through the Baptist Churches of Ontario and Quebec (CBOQ).

Application Process:

Interested candidates are invited to submit a resume, testimony, and links to recent sermons (if available) to [insert application email address or contact information here]. In your resume, please describe your faith in Jesus, your journey with Him, and your current walk with Him. Also, describe how the Lord worked in your life to convince you of His call to serve in pastoral ministry and share your philosophy of ministry as it pertains to your role as a Pastor.

Applications will start being reviewed starting June 1, 2025.

We look forward to hearing from candidates who feel the Spirit leading them to this position. To learn more about Whitby Baptist Church, please visit whitbybaptist.ca.



CLOSING DATE

06/30/2025

SEND RESUME / CV TO

preach@whitbybaptist.ca

