



OPPORTUNITY PROFILE

Lead Pastor

Calvary Baptist Church

GUELPH, ONTARIO

A KINGDOM OPPORTUNITY

Calvary Baptist Church in Guelph, Ontario is a vibrant church with a heart to reach the city of Guelph and beyond.

We are a multi-cultural church of approximately 400 people with both an English and Mandarin congregation.

Serving the Guelph community since 1934, Calvary has shared the love of Jesus in word and deed since its inception. We have a passion for reaching out into the community and making a real difference here in Guelph and beyond. With multiple partners in the community, in Ontario, and around the world, we continue to offer those around us faith, hope, and love.

We are also a multi-generational church with a desire to reach more young families and the next generation in our community. We are in proximity to the University of Guelph and are awaiting a new high school to be built next to our facility.

Calvary is seeking a Lead Pastor who will lead us in this grander vision of Kingdom building mission. The Lead Pastor will design and implement a new strategic journey and will work closely with the Elders and the Ministry Team to see that vision achieved.



THIS IS CALVARY

OUR PURPOSE

We exist to glorify God by helping people take their next step toward Jesus.

OUR VISION

Everyone a Disciple

OUR MISSION

To be outward focused Christ followers who passionately pursue the Great Commission and the Great Commandment

OUR MINISTRY APPROACH

Believe. Grow. Multiply.

OUR DISTINCTIVES

We hold a high view of Scripture

We celebrate multi-generational ministry

We want to have global impact

We value team leadership

We encourage generosity

We value deep community

We desire greater Kingdom impact in our community



DOES THIS SOUND LIKE YOU?

YOUR LEADERSHIP IS CHRIST CENTERED

Your leadership approach flows out of an ever growing and deepening relationship with Christ and that is readily evident to those around you. Your faith journey has demonstrated ongoing kingdom fruit.

YOU ARE AN INSPIRING AND RELEVANT BIBLE TEACHER

You desire for the word of God to be proclaimed with power and strong application. You communicate in creative ways while maintaining the centrality of the biblical text for faith and practice.

YOU DESIRE TO LEAD YOUR CHURCH IN STRATEGIC OUTREACH AND EVANGELISM

You believe that ministry takes place both within the church and within the community. You are desirous to lead the church in reaching those far from God in the ever-growing new community around our church.

YOU ARE LOOKING FOR A CHURCH YOU AND YOUR FAMILY CAN CALL HOME.

You want to invest your life in a community with a lengthy tenure and journey with us through the seasons of our lives. You and your family desire to plant roots and be open to stay a minimum of 10 years in this church family.



CORE RESPONSIBILITIES

The Lead Pastor of Calvary serves with the Elders Council in leading the church forward in visioning the future. He will oversee the community life and direction of our church. He will develop and give leadership to a strong and aligned staff team. He is the preaching and teaching voice for the church. Further he gives oversight to all ministries including children's and family, youth and young adult, adult ministries, and Calvary's global outreach.

VISION AND STRATEGIC PLANNING

- 1) With the Elders, craft and implement the next strategic plan and vision for Calvary Baptist Church.
- 2) Communicate to the congregation and encourage their commitment to a vibrant and fruitful future.
- 3) Encourage individuals to use their gifts and passions to see the future vision realized.

PREACHING AND TEACHING MINISTRY

- 1) Is the primary preaching voice with the expectation of preaching up to 40 Sundays a year. (English congregation only)
- 2) Holds a high view of scripture and exhorts the congregation of its efficacy in all areas of life and faith.
- 3) Works with the staff team in developing alignment in all teaching ministries to the statement of faith of Calvary and discerns the spiritual needs and areas that need to be addressed through the teaching ministries of Calvary.
- 4) Oversees the preaching calendar and any special emphasis that Calvary focuses on each year.

PRAYER

- 1) Demonstrates a life of prayer for the congregation and oversees the provision of opportunities and tools to develop the prayer ministry of Calvary corporately and individually

WORSHIP

- 1) Serves with the Pastor of Worship to oversee and plan all Sunday morning services and all elements contained therein.

EVANGELISM AND OUTREACH

- 1) Gives leadership to the evangelism ministries of Calvary. These may include Alpha, Camps and Community Outreach Events.
- 2) Embraces the opportunities provided by the pandemic and discerns the implementation and mobilization of our church to build bridges to those around us.
- 3) Works with the Pastor of Worship to leverage the opportunities created through online ministry
- 4) Serves with and supports the ministry of the Global Missions Team and encourages our congregation and individuals to an increasing impact as World Christians.

CONGREGATIONAL CARE

- 1) Ensures a robust and consistent culture of pastoral care. He will train and encourage congregational care through our staff and others.
- 2) Oversees congregational care at significant life moments such as marriage, baptism, baby dedications, funerals, hospitalization.
- 3) Ensures there is a system of adequate pastoral counselling for those needing ongoing and more intentional care.
- 4) Encourages ministry team leaders regularly and makes known ministry happenings to the broader congregation.

EXPECTATIONS AND OUTCOMES

You will move us forward in greater Kingdom impact through planning and implementation of a compelling vision.

You will have an active involvement in church life.

You will build a strong and cohesive staff ministry team.

You will be a strong communicator that exhorts and encourages our people and attracts others.

You will feel like both Calvary and our community is home.

QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His church
- 2) Master's degree -theological
- 3) You are a Canadian citizen
- 4) A minimum of 5 years lead pastor experience in a church of comparable size
- 5) Strong leadership, staff development and interpersonal skills
- 6) Ordained in the FEBC or a similar Evangelical tradition
- 7) A motivating and inspiring staff and volunteer team builder
- 8) A Spirit led and prayer centered ministry posture
- 9) A willingness to complete a Predictive Index and APEST Profile



SEARCH DETAILS

Steve Adams has over 30 years of local church leadership experience. Most recently he spent 12 years as lead pastor of one of the largest multi-site churches in his denomination with a staff of 25. Further he has led parachurch organizations both in the US and Canada and has also launched 2 non-profit organizations. Steve is an active leadership consultant working with churches across Canada. He specializes in pastoral placements based on comprehensive church assessments and leadership coaching for pastors and church boards.

Steve has been engaged to serve alongside the Pastoral Search team at Calvary Baptist Church.

HOW TO APPLY

If you sense interest in this role and would like to have a CONFIDENTIAL conversation with Steve regarding it, he welcomes your call at 519-635-6777.

You may also submit your CV/resumé and cover letter to steve@adamsandco.org

Steve can be reached by email at steve@adamsandco.org

Please note, qualified candidates for this search must be Canadian citizens at the time of application.

We welcome applications from people with disabilities. Accommodations are available on request for candidates taking part in the selection process.

SEARCH TIMELINE

We will be receiving inquiries and applications until December 15th.

ADAMS
&CO CONNECTING
COACHING
CONSULTING



Steve Adams