



MINISTRY OPPORTUNITY PROFILE

## Lead Pastor



PICKERING, ONTARIO

# WELCOME TO BAYFAIR BAPTIST CHURCH!

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Bayfair Baptist Church has been proclaiming the Gospel of Jesus Christ in the Durham region for 53 years. We desire to faithfully serve the Lord and be a blessing to the community of Pickering and beyond.

We are a healthy and expectant congregation. The Lord has blessed us with great diversity and a church family of all ages. We have been praying with great faith as we seek the Lord in this next season of Kingdom-building ministry.

We are looking for the Lord's direction, guiding us to the Pastor who will shepherd us in faithful and fruitful ministry in our next ministry chapter.

## OUR STORY

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Bayfair started back in 1935 in the hearts of five families, who began a Sunday school work in a cottage on the west side of Frenchman's Bay. This group gave birth in later years to a small Church by the name of Dunfair Baptist Church.

Dunfair Baptist Church prospered over the years and in October of 1956 was accepted into the Fellowship of Evangelical Baptists Churches of Canada.

In 1961, a small group of people started meeting at Bay Road School and called themselves Bay Ridges Church.

Bayfair Baptist Church was born in 1970 with the amalgamation of Dunfair and Bay Ridges.



# SEASONS OF GROWTH

Over the following years, the Lord blessed Bayfair Baptist Church in many ways including several building projects. Also, numerous short term mission trips were organized and completed to areas throughout the world. Bayfair had a growing involvement in reaching the world as it's mission commitment grew.

Bayfair Daycare was launched and has grown through the years to be one of the region's largest and most respected daycare facilities.

In more recent years, we have become a more diverse congregation with a love for the truth of God's Word and a clearer understanding of God's grace and love for mankind.

In 2017, Bayfair transitioned from a Deacon Led leadership model to an Elder Led model and are trusting in the Lord to bless His church, as the Elders seek God's will for the next 50 years of ministry.

In May of that same year, David Carter accepted the position of Lead Pastor. Pastor David had a passion for sharing the Word of God at every opportunity and began to build relationships within the community. His expositional style of preaching placed a high priority on scripture as the ultimate source for truth. In April 2023, David Carter was called to be the Lead Pastor of Bramalea Baptist Church.



## OUR VISION

Love God / Love Each Other / Love Our Neighbour / Be Evangelists / Make Disciples

## OUR DISCIPLESHIP PATH



### Love

Love means learning to love God for who He truly is above all others. God loves us so much that he gave His only begotten Son to die for our sins. By accepting His free gift of grace in our lives, we understand that He is worthy of our love and worship. By placing God first in our lives, we are enabled to love others in a greater, more Biblical way. As a church, Sunday mornings are the primary means for gathering together, for praising God in song and for taking part in communion.



### Grow

Grow means striving to become more like Jesus in all manners of life. Therefore, attending Sunday morning service is only the first step in that process. As believers, we are called to build relationships with one another and to grow in faith together. At Bayfair, Discipleship Groups are the primary means for studying and discussing the scriptures with other believers, supporting one another through prayer, and learning how to apply the Word of God in daily life.



### Serve

Serve means using our gifts for the glory of God. In 1 Corinthians 12, Paul describes the church as being one body with many members. In that same chapter, we learn that every believer has been equipped with spiritual gifts and talents for serving God and His church. These gifts include (but are not limited to) pastoring, teaching, exhorting, giving, serving, administering, evangelizing, interceding, showing mercy and showing hospitality. These gifts might look different depending on each individual's strengths and skillset.



### Go

Go means accepting the Great Commission to make disciples of all nations. As Christians, we are called to share our faith with others. Living a sanctified life in the presence of others is just the beginning of our witness. Each and every believer should be able to verbally share their faith as the Spirit leads. Evangelism may look like sharing the gospel with a friend, family member or stranger, sharing one's testimony, serving in an outreach ministry, building relationships with new believers, and participating in or supporting mission work.

# OUR COMMUNITY

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Pickering is a charming city. It is a hidden gem that offers a unique blend of urban amenities and rural charm. With its rich history, diverse culture, and natural beauty it has become a desired place to live and raise a family.

Our city is home to an extensive network of parks and trails that are perfect for hiking, biking, or simply taking a leisurely stroll. The Waterfront Trail, a popular choice among residents, offers stunning views of Lake Ontario and is a great place for bird-watching, picnicking and experiencing the beauty of God's creation. The city also boasts several sports and recreational facilities, including golf courses, tennis courts, and swimming pools, catering to a wide range of interests and skill levels. We have a wonderful farmers market and lots of dining opportunities including our waterfront restaurants and our Food Truck Festival. We have a great public library and many family friendly opportunities.

Welcome to Pickering!



# RESPONSIBILITIES

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You will...

- Be the primary preaching/teaching voice, speaking approximately 45 Sundays a year.
- Collaborate with, encourage, and equip our staff team.
- Live amongst us, exemplifying a shepherd who cares deeply for his sheep.
- Be responsible for a deepening culture of discipleship and service amongst our church family.
- Lead us to a deeper communion with the Lord through an increased emphasis on prayer, both individually and corporately

# CORE EXPECTATIONS

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- An unwavering commitment to the Word of God demonstrated by fearless and unapologetic preaching.
- A deep commitment to our diverse and intergenerational congregation.
- A marked increase in community and relationships in our congregation.
- A continued commitment to outreach and engagement in our wider neighborhood.
- An increased commitment to prayer and discipleship.
- A commitment to serve alongside our Elders in modeling a plurality of leadership.



# WHAT YOU WOULD BRING TO BAYFAIR BAPTIST CHURCH

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## **PERSONAL CHARACTERISTICS**

- A man of prayer who is enjoying an ever-deepening walk with Jesus.
- The heart of a shepherd that is evident in your humility, openness, and accessibility.
- A leader who serves from his identity in Christ.
- An uncommon courage to stand firm on biblical truth amidst shifting cultural sands.
- A heart to reach the next generation and people far from God.
- His family will have a deep sense that both Bayfair and Pickering are home.

## **MINISTRY SKILLS**

- An obvious gift to preach and teach the Word in a manner that is biblically faithful and rigorous and immediately applicable.
- An ability to encourage and equip our diverse multicultural congregational.
- A capacity to call others to join in the journey God has us on.
- An ability to cultivate a disciple making culture and movement.

## **EXPERIENCE AND EDUCATION**

- Bachelor's degree in theology with Masters preferred.
- 5 years' experience in a similar role/setting.

## CANDIDATE REQUIREMENTS

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- You meet the biblical Qualifications of an Elder.
- You are in full agreement with our core values and our statement of faith found here...  
[www.bayfairbaptist.ca/sof](http://www.bayfairbaptist.ca/sof)
- You are approved to work in Canada with a knowledge of the Canadian church.
- A willingness to complete a Predictive Index Assessment and an APEST Profile.

## SEARCH DETAILS

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Steve Adams of Adams and Co. has been engaged to lead this search process for Bayfair Baptist Church.

Steve has over 30 years of local church leadership experience. He has been directly involved in the hiring of over 150 pastoral and ministry staff. Steve is also an active leadership consultant working with churches across Canada. He specializes in pastoral and ministry staff placements based on comprehensive church assessments and leadership coaching for pastors and church boards.

### 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 confidentially submit your resume/CV at [steve@adamsandco.org](mailto:steve@adamsandco.org)

Further he can be reached by email at [steve@adamsandco.org](mailto:steve@adamsandco.org)

### SEARCH TIMELINE

We will be receiving inquiries and applications until **February 28, 2024**.



Steve Adams