



MINISTRY OPPORTUNITY PROFILE

Associate Pastor



RICHMOND HILL, ONTARIO

OUR STORY

Grace Baptist Church began on February 15, 1987, when Weldrick Road Baptist and Liberty Baptist merged to form a new fellowship. Weldrick Road had been established in the 1950s but had dwindled in numbers and was struggling to carry on. Liberty was a three-year-old church plant under the leadership of Doug Sargeant with 65 people meeting in a school in Thornhill. Together these congregations possessed vision, momentum, and a building in a strategic part of a growing community.

Over the years, Grace has impacted the community through a food delivery service for the poor, a deaf ministry which grew into a deaf church, a preschool, and its own soccer league. Today, it hosts an ESL ministry, an outreach to seniors, and most recently a Winter Fest drawing hundreds from the community. Our ministries to children, youth, and young adults impact the next generation. And more than anything, Grace has been a place where the gospel has been proclaimed and God's Word has changed lives.

And that commitment extends across Canada and around the world as we dedicate 20% of our budget to missionary partnerships with church planters, Indigenous missionaries, and ministers to the urban poor in Canada as well as church planters in Japan, the Middle East, Romania, Russia and Ukraine.



OUR COMMUNITY

The City of Richmond Hill is located in York Region and is home to more than 200,000 residents. It is rated as one of the six best places to live and work in Canada and is the only GTA community to make it into the top ranking.

According to the Conference Board of Canada, "Richmond Hill has strong results in education, innovation and society. It is the third-most diverse city in Canada and boasts the highest number of graduates in engineering, science and math per capita."

The city's three largest ethnicities are Chinese, Iranian, and Russian, and the church is situated across the street from the largest Jewish community centre outside of Israel. We are positioned to reach the world.

THIS IS GRACE BAPTIST CHURCH

OUR VISION

To be a Spirit-filled and unified church family who are working together to reach others with the Gospel of Jesus Christ and build believers on the foundation of God's Word.

MISSION

We exist to help people believe, connect, and share the grace of God in Jesus Christ.

BELIEVE

Believing and responding to the good news of the gospel is at the heart of God's plan to set us free. Many people hear only part of Jesus' message or respond in half-hearted ways. We long to see our community transformed as people lay hold of the fullness of gospel hope.

CONNECT

Many people have a knowledge of the Bible but have never learned to fully connect that knowledge to their lives in ways that energize and empower them. We long to see people experience the relief and inspiration that come as they learn how to receive God's strength.

SHARE

God's gifts are never just for us. It's only as we share what He's given us that we experience the meaning and purpose for which God created us. We long to see God's people invested in others, sharing the gifts and the hope that He's given.

OUR DISTINCTIVES

We hold a very high view of Scripture, and it is our final authority in life and ministry.

We are a church where the hope-filled message of Christ permeates our teaching, ministries, and groups.

We are a church of great diversity in age, culture, and stages of life and celebrate this as a foretaste of heaven.

We are a church that believes the normative Christian disciple is one of increasing growth into the image of Christ as seen in the way we daily live our lives.

We are a church that has been strategically placed in close proximity to Toronto and we have a desire to reach our neighbors, the nations, and the next generation.

THE OPPORTUNITY

Grace Baptist Church is expectantly seeking a new Associate Pastor. This Pastor will serve alongside Lead Pastor, Paul Sadler. Your focus will include building and encouraging team leaders, integration and connectedness, and shepherding people in discipleship and kingdom service.

You will feel energized by our urban and multicultural environment and should be conversant in the use of technology for greater ministry impact.



DOES THIS SOUND LIKE YOU?

You have an abiding passion to see people grow deeper in their walk with Jesus.

You have a ministry passion for equipping others to reach the next generation for Christ.

You are a good thinker with a creative and problem-solving aptitude.

You are a relational person who wants to see your team bring their very best to the ministry of Grace Baptist Church.

You are a multi-tasker and able to lead both people and tasks.

You are a self-starter who also works collaboratively and enthusiastically with others.

You desire to be part of a “can do” ministry environment and are not averse to risk and uncharted waters.

Our congregation has expressed a desire for a godly pastor with a shepherd’s heart and a high view of the Bible’s authority who can serve with encouragement, discernment, and joy and celebrate our multicultural and urban context. We want a person who will fuel greater engagement in service and deeper levels of connection and spiritual growth.



CORE RESPONSIBILITIES

You will...

- Encourage individuals to take ownership of ministry and leadership opportunities at Grace.
- Resource those serving so they feel equipped, encouraged and informed.
- Clearly convey what spiritual growth genuinely looks like to all members and especially ensure group leaders know what this looks like.
- Focus on building up leaders both informally and through personal interactions, regularly scheduled leader meetings and training opportunities.
- Influence Christ-like character and conviction in the leaders themselves.
- Create a leaders pipeline to ensure that new leaders are constantly being recruited, trained and retained.
- Stay connected to the broader church body to have a knowledge base of those who are not involved in deliberate spiritual growth and regular community.
- Encourage all congregants to get in a group (community) and get on a team (service).
- Develop a process for ministry effectiveness evaluation.
- Participate in our weekly worship services.
- Have an opportunity to preach throughout the year as needed.

EXPECTATIONS

Your leadership will fuel a greater and renewed engagement of faithful service in the Grace family.

Your leadership will see an ever-deepening level of spiritual growth among our congregation.

Your leadership will make a significant contribution to the number of people connected in meaningful community at Grace.

Your leadership will be known as that of a tender-hearted shepherd.

Your leadership will result in an increasingly effective lay ministry team that is enthusiastic and deeply committed to the mission of Grace.

Your leadership will be known for igniting new approaches and embracing kingdom opportunities that bear gospel fruit.

OUR COMMITMENT TO YOU

Grace is a caring community known for the quality of its relationships.

The mood of the church is grateful and expectant, and the people are unified.

Our finances are healthy, and our compensation is competitive.

We will work with you to help you succeed.

QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His church.
- 2) Full alignment with our statement of faith found here: <https://www.gracebc.ca/aboutus/#beliefs>
- 3) Familiar with the Canadian church.
- 4) Strong leadership, volunteer development and interpersonal skills.
- 5) A motivating and inspiring volunteer team-builder.
- 6) Experience as a leader in a similar church setting.
- 7) A willingness to complete a Predictive Index Assessment and an APEST Profile.
- 8) A degree in theological studies or pastoral studies.

SEARCH DETAILS

Steve Adams of Adams and Co. has been engaged to facilitate the search process for Grace Baptist Church.

Steve has over 30 years of local church leadership experience. 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 a continually 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.

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

Further he can be reached by email at steve@adamsandco.org

SEARCH TIMELINE

We will be receiving inquiries and applications until **August 16, 2024**.

ADAMS
&CO CONNECTING
COACHING
CONSULTING



Steve Adams