



MINISTRY OPPORTUNITY PROFILE

## Lead Pastor



KITCHENER, ONTARIO

## OVERVIEW

Grandview Church is a vibrant, growing and healthy faith community in Kitchener, ON. We are a multi-ethnic and intergenerational church. On Sunday mornings we gather and welcome our neighbours, the nations and the next generation!

We are seeking a grace-filled servant-leader, gifted in declaring the Truth of the Scriptures and passionate about following the Lord Jesus as our next Lead Pastor.

As a mature and experienced leader, you will celebrate our church's deep commitment to the Word, call us to deeper levels of discipleship and live as a shepherd amongst us.

You will lead in alignment with our statement of faith, join us in reaching our community and call us to greater impact around the globe. You will joyfully and lovingly care for and lead our gifted staff.

If you are a gifted preacher, humble leader and have a sense that the Lord may be leading you to pastor us, we would love to explore this opportunity with you as we pray for God's will for both you and us. We are part of The Fellowship of Evangelical Baptist Churches in Canada.





# THE GRANDVIEW STORY

---

Early in 1969 – God gave the leaders of First Baptist Church, Waterloo, a vision to establish a new church in southeast Kitchener. In October 1969, with a “grand” view of what God would do in southeast Kitchener through His people, First Baptist Church sent out 54 members to begin the new work. The 1970s brought more excitement as God provided 4 ½ acres of farmland for Grandview, part of the 6 acres on which the church building is now situated. The first phase of construction began in 1973 where the building took form around a main room that served as both sanctuary and gymnasium. Ministry also began to broaden out leading up to 1984 when we expanded our facility to include the current worship centre. At this point the church began to grow even faster as many people made the decision to follow Christ. By the 1990s the larger gathering meant finding new ways to help people connect for additional study, relationship building, and encouragement. Smaller home groups became a staple part of church life within Grandview and continues that way under the umbrella of our LifeGroup ministry. Throughout our history, teams of committed volunteers are found serving alongside our team of pastors and ministry staff.

In 2020 we planted Heritage Grace Church and have more recently experienced a beautiful and growing multicultural expression in our church. We are expectant and hopeful of a fruit-bearing future with God’s help and to His glory.



# OUR MISSION

---

## GRANDVIEW'S MISSION

**WE ARE A COMMUNITY OF CHRIST FOLLOWERS WHO ARE COMMITTED TO:**

### LOVING GOD

"You shall love the Lord your God with all your heart and with all your soul and with all your mind. This is the great and first commandment..."

~ Matthew 22:37-38

### LOVING GOD'S FAMILY

"...And the second is like it: You shall love your neighbour as yourself. On these two commandments depend all the Law and the Prophets."

~ Matthew 22:39-40

### LOVING GOD'S WORLD

"Go therefore and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, teaching them to observe all that I have commanded you."

~ Matthew 28:19-20

# OUR BELIEFS

---

## 1) The Bible

We believe the Bible to be the complete Word of God; that the sixty-six books, as originally written, comprising the Old and New Testaments, were verbally inspired by the Spirit of God and were entirely free from error. We further believe that the Bible is the final authority in all matters of faith and practice and the true basis of Christian union.

## 2) God

We believe in one God, Creator of all, holy, sovereign, eternal, existing in three equal Persons, the Father, the Son, and the Holy Spirit.

## 3) Christ

We believe in the absolute and essential deity of Jesus Christ, in His eternal existence with the Father in pre-incarnate glory, His full and genuine human nature through His virgin birth, sinless life, substitutionary death, bodily resurrection, triumphant ascension, mediatorial ministry and future personal return.

## 4) The Holy Spirit

We believe in the absolute and essential deity and personality of the Holy Spirit who convicts of sin, of righteousness, and of judgment, who indwells, regenerates, sanctifies, illuminates and empowers all those who believe in Jesus Christ.

## 5) Satan

We believe that Satan exists as an evil personality, the originator of sin, the arch-enemy of God and man.

## OUR BELIEFS (CONT)

---

### 6) Man

We believe that man was divinely created in the image of God; that he sinned, becoming guilty before God, resulting in total depravity, thereby incurring physical and spiritual death.

### 7) Salvation

We believe that salvation is by the sovereign, electing grace of God; that the voluntary death of Christ was a substitute for us whereby He paid the full penalty before God which our sins deserved, and thus made it possible for God to be favourable to us, that God declares a person to be righteous in His sight on the basis of faith alone in the all-sufficient sacrifice and resurrection of the Lord Jesus Christ, and that those whom God has effectually called shall be divinely preserved and finally perfected in the image of the Lord

### 8) Future Things

We believe in the personal, bodily and glorious return of the Lord Jesus Christ, in the bodily resurrection of the just and unjust, in the eternal blessedness of the redeemed, and in the judgment and conscious, eternal punishment of the wicked.

### 9) The Church

We believe in the universal church which is composed of all who are united to Jesus Christ by faith. We believe that the local church is a manifestation of the universal church, a company of believers called to be the distinct people of God in the world, who are voluntarily associated for the ministry of the Word, the mutual edification of its members, the evangelization of the world, and the observance of the ordinances of Christ. The servant-leaders of the local church are elders (who teach and govern) and deacons (who lead in practical ministries).

### 10) Ordinances

We believe that there are two ordinances instituted by Christ for the church as visible signs of the gospel: Baptism, which is the immersion of a believer in water as a confession of personal commitment to Jesus Christ and a sign of union with Him in His death, burial and resurrection, and the Lord's Supper, which is the memorial wherein believers partake of the two elements, bread and wine, which symbolize the Lord's body and shed blood, proclaiming His death until He returns.

### 11) The Church and State

We believe in the entire separation of the church and state.

### 12) Religious Liberty

We believe in religious liberty; that all persons have the right to practice and propagate their beliefs.

### 13) The Lord's Day

We believe that the first day of the week is the Lord's Day, and that, in a special sense, it is the divinely appointed day for worship and spiritual exercise.

### 14) Civil Government

We believe that civil government is of divine appointment for the interest and good order of society; that civil authorities are to be prayed for, conscientiously honoured and obeyed, except only in the things opposed to the revealed will of our Lord Jesus Christ, Who is the only Lord of the conscience and Ruler of the kings of the earth.

# CHURCH OVERVIEW

---

Location: Kitchener, Ontario

Affiliation: We are part of The Fellowship of Evangelical Baptist Churches in Canada

Size: 800 plus on Sunday including children

Makeup: an intergenerational church and increasingly multi-cultural Staff: 13 including full and part time

Facility: 39K sq ft. in excellent condition. Seating capacity of 600

Oversight: Elder board of 9

Financial: Annual budget of \$1.67 million



## WELCOME TO KITCHENER

---

Kitchener is an innovative and vibrant city.

For more than a hundred years we produced goods that defined modern manufacturing and cutting-edge style. And making better things in new ways is still the heart of our city – 50,000 people work in manufacturing.

Kitchener is also a City of the Future. We're the anchor of Canada's Innovation Corridor, and our startup density is second only to Silicon Valley. We're the fastest growing startup ecosystem in Canada, creating 30,000 tech jobs in the past 20 years.

As part of the Region of Waterloo our post-secondary school system is the core of our tech industry, and with 100,000 students in the region there are new ideas and newer skillsets available every day. This new talent feeds into the world's largest free startup incubator Velocity, located in the Communitel Hub.

Kitchener is the urban centre of a region of more than 272,000 people, the second fastest growing in Canada. Our region is home to educated, talented and ambitious citizens who lead in industries from finance and technology, who embark on and grow small businesses, and who innovate and create in a vibrant arts and creative industry sector.

Kitchener is a city where beautiful brick factories have been transformed into condos that flank a modern light rail system. It's a city where you can find established, tree-lined neighbourhoods, wonderful parks and many educational options.

# ABOUT OUR NEXT LEAD PASTOR

---

For the last 7 years Grandview Church has been blessed by the faithful and fruitful leadership of Pastor Bob MacGregor. As Pastor Bob has retired, we now look forward to welcoming our next lead pastor to a church that is growing, vibrant and culture-shaping.

## AS OUR NEXT LEAD PASTOR, YOU WILL...

- Be the primary preaching/teaching voice, speaking approximately 40 Sundays a year.
- Lead our outstanding staff in a manner that is collaborative, caring and equipping.
- Work with our Elders to cast vision and direction.
- 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 discipleship.
- Serve as an Elder, in joyful collaboration as your unique leadership role is recognized.
- Alongside the Elders and Pastoral Staff, be the caretaker of our values and beliefs.

## CORE EXPECTATIONS

- An unwavering commitment to the Word of God demonstrated by inspiring, fearless and unapologetic preaching with strong application.
- A deepening in relationships within our church family while strengthening our intergenerational and multicultural congregation.
- A continued commitment to outreach and engagement in our wider community.
- A further increased commitment to prayer and discipleship.

## PERSONAL CHARACTERISTICS

- A man of the Word and prayer who is enjoying an ever-increasing walk with Jesus.
- A shepherd's heart as evidenced in your humility, openness, and accessibility.
- A leader who serves from his identity in Christ and not from a personal agenda.
- An uncommon courage to stand firm on biblical truth amidst shifting cultural sands.
- A man of Godly character and spiritual, relational and ministerial maturity.

## 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 discern a Spirit-led movement amidst uncharted ministry times.
- 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 Master's preferred.
- 5 years' experience in a similar role/setting.

## OUR COMMITMENT TO YOU

---

- Grandview is a healthy and unified church with a hopeful and expectant culture.
- We are a church that has been blessed with a strong financial position and we will compensate you in a generous way.
- We will pray for you and your family and encourage you as our Pastor.
- You will join our Elders and Staff who love the Lord and our church, and will be serving together with you to see the church experience much kingdom fruit.

## CANDIDATE REQUIREMENTS

---

- You meet the biblical Qualifications of an Elder.
- You are in full agreement with our mission and our statement of belief and our policy statements -which will be provided upon request.
- You will complete an APEST Assessment and a Predictive Index profile.
- You are conversant with the Canadian Church.



## SEARCH DETAILS

---

Steve Adams of Adams and co. has been engaged to serve alongside the Search Team at Grandview Church.

Steve 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.

### 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 **September 15, 2024.**



Steve Adams