



MINISTRY OPPORTUNITY PROFILE

Senior Pastor



Central Baptist Church

BRANTFORD, ONTARIO

A KINGDOM OPPORTUNITY

Central Baptist Church in Brantford, Ontario has been serving the community as a light for the Gospel for 90 years.

We are an established church of approximately 240 people representing all age groups.

Serving the Brantford community since 1934, Central has shared the message of Jesus through faithful proclamation of the Word.

With Gospel partners in the community, in Ontario, and around the world, we continue to offer those around us faith, hope, and love.

We are 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 Wilfred Laurier satellite campus and are centrally located in our growing city.

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



THIS IS CENTRAL

OUR VISION

WORSHIP biblically in Spirit and Truth.

GROW in the knowledge, holiness, and hope of the Lord Jesus Christ.

SERVE locally and globally in our efforts to advance the kingdom of our Saviour.

MISSION

To become like Jesus as we worship, grow, and serve.

OUR PURPOSE

To preach, teach, promote, disseminate, advance, demonstrate, encourage, and implement the Gospel of Jesus Christ and related truths of the Holy Bible within the local community, throughout Canada and to people everywhere and thus fulfill the command of our Lord and Saviour that His Gospel be preached in all the world as a witness for all nations.

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

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 to reach the next generation.



DOES THIS SOUND LIKE YOU?

YOUR LEADERSHIP IS CHRIST-CENTRED

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

YOU ARE AN INSPIRING AND RELEVANT BIBLE PREACHER/TEACHER

You desire for the Word of God to be proclaimed with power and strong application. Your preaching is engaging 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 stay a minimum of 10 years in this church family.



CORE RESPONSIBILITIES

The Lead Pastor of Central serves with the Deacons 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 will be the preaching and teaching voice for the church. Further he will give oversight to all ministries including children's and family, youth and young adult, adult ministries, Central's global outreach, Central Baptist Academy and Central Baptist Children's Centre.

VISION AND MINISTRY PLANNING

- 1) He will, with the Deacons, craft and renew the next ministry plan and vision for Central Baptist Church.
- 2) He will communicate with the congregation and encourage their commitment to a vibrant and fruitful future.
- 3) He will encourage individuals to use their gifts and passions to see the future vision realized.

PREACHING AND TEACHING MINISTRY

- 1) He is the primary preaching voice with the expectation of preaching a minimum of 40 Sundays a year.
- 2) He holds a high view of scripture and exhorts the congregation of its efficacy and veracity in all areas of life and faith.
- 3) He works with the team in developing alignment in all teaching ministries to the Statement of Faith of Central and discerns the spiritual needs and areas that need to be addressed through the teaching ministries of our church.
- 4) He oversees the preaching calendar and any special emphasis that Central focuses on each year.

PRAYER

- 1) He demonstrates a life of prayer for the congregation and oversees the provision of opportunities and tools to develop the prayer ministry of Central corporately and individually.

WORSHIP

- 1) He serves with the church service team to oversee and plan all Sunday morning services and all elements contained therein.

EVANGELISM AND OUTREACH

- 1) He will oversee the development of a plan for church-wide and individual evangelism and outreach.
- 2) He supports the ministry of the Global Missions Team and encourages our congregation and individuals to an increasing impact as World Christians.

CONGREGATIONAL CARE

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

WHAT CAN WE OFFER YOU...

- 1) A committed staff team.
- 2) An excellent facility with room for ministry growth.
- 3) A salary in the \$80-\$90K range.
- 4) Free tuition for your children at Central Baptist Academy.
- 5) Housing prices 20% less than the Ontario average.



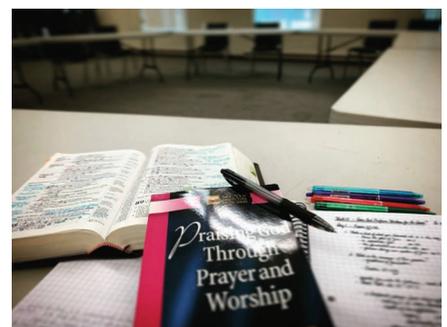
EXPECTATIONS AND OUTCOMES

- 1) You will be a strong communicator that exhorts and encourages our people and newcomers.
- 2) You will move us forward in greater Kingdom impact through planning and implementation of a compelling ministry vision.
- 3) You will have an active involvement in church life.
- 4) You will build a strong and cohesive staff ministry team.
- 5) You will feel like both Central and our community are home.



QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His Church.
- 2) Master's degree from a Seminary preferred.
- 3) A minimum of 5 years pastoral experience in a church of comparable size.
- 4) Strong leadership, staff development and interpersonal skills.
- 5) Ordination in the FEBC or a willingness to do so.
- 6) Motivating and inspiring staff and volunteer-building skills.
- 7) A Spirit-led and prayer-centred ministry posture.
- 8) A willingness to complete a Predictive Index Profile.



SEARCH DETAILS

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 also 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.

Steve has been engaged to serve alongside the Pastoral Search team at Central 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 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 **April 30th, 2026.**

ADAMS
&CO CONNECTING
COACHING
CONSULTING



Steve Adams