



MINISTRY OPPORTUNITY PROFILE

## Executive Pastor



**WEST HIGHLAND**  
BAPTIST CHURCH

HAMILTON, ONTARIO

**ADAMS**  
**& CO** CONNECTING  
COACHING  
CONSULTING

# OVERVIEW

West Highland Baptist Church is a vibrant, growing and healthy, large faith community centered in Hamilton. We are all about Making the Word of God Fully Known and the People of God Fully Mature.

West Highland is searching for a new Executive Pastor who is a grace-filled servant leader, gifted in operational and team leadership in a Christ-centred environment. You are passionate about following the Lord Jesus and being part of an expectant faith community.

As a mature and experienced leader, you will celebrate our church's diversity, call us to greater Kingdom impact and live as a shepherd among 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 lead our gifted administrative staff.

If you are a gifted and humble leader and have a sense that the Lord may be leading you to serve at West Highland, we would love to explore this opportunity with you as we pray for God to clearly lead you and us.



# THE WEST HIGHLAND BAPTIST CHURCH STORY

On June 2, 1972, a group of concerned Christians met for the first time to pray together about the spiritual needs of people on the West Mountain and establishing a new church to meet those needs. This became a weekly prayer gathering and with the encouragement of other Fellowship Baptist Churches in the Hamilton area Sunday morning worship services began on October 1, 1972.

In February 1973, Brian Baxter was appointed as the church's first pastor and under his leadership the church grew necessitating a move to the Terryberry Library in the fall of that same year to house the evening services. A new worship centre on the corner of Garth and Limeridge Roads was dedicated on Sunday, June 8, 1975.

With the arrival of a new pastor, Ian Kirby-Smith in 1978, the new building was soon full, and a balcony was opened to provide more space for the growing congregation.

In November 1982, Lambert Baptist was called to serve as pastor. Stimulated by an aggressive program of visitation, solid Bible teaching and a progressive Sunday School, significant growth took place

requiring two morning worship services in early 1985. In January 1997, Deric Bartlett became the new Senior Pastor, and the church entered an 8-year period of unprecedented growth.

In January 2008, John Mahaffey began his ministry as Lead Pastor. In 2009, West Highland's Ministry Team and Elders Team, under Pastor John's leadership, developed Vision 20/20, a ministry development plan that would expand and fully train new staff as well as foster richer relationships with each other, our community and Jesus Christ.

In October 2016, we celebrated the grand opening of our new Worship and Ministry Centre. The additional 30,000+ square feet provide us with space to enhance fellowship, ministry, worship and outreach to our growing community and city.

The year 2022 was the church's 50th anniversary. Pastor John retired in June of 2023, and Pastor Jamie Strickland became our Lead Pastor in June 2024.

West Highland remains committed to making disciples of Jesus within our immediate community on the West Mountain and beyond.



# WEST HIGHLAND AT A GLANCE

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**Location:** 1605 Garth St, Hamilton Ontario

**Size:** 1100 on Sunday including children

**Makeup:** a multigenerational and multi-cultural congregation.

**Staff:** 13 full-time and 5 part-time including 6 administrative staff.

**Facility:** A mortgage free 65K sq ft. building built in 1987 and added to in 2017, and in excellent condition. Main auditorium seating capacity of 800.

**Oversight:** Elder board of 9

**Financial:** Annual budget of \$2,200,000

## WHAT WE BELIEVE

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West Highland Fellowship Baptist Church, with Christians of all traditions affirms the historic Apostles', Nicene and Chalcedon Creeds in all that they teach concerning the Triune God. As a church rooted theologically in the convictions of the Protestant Reformation, and in the beliefs of the people historically called Baptists, and in the tradition of the Evangelical awakenings and world missionary movements of the 18th and 19th centuries, we set forth the following confessional statement as our own theological identity within the broader Christian and evangelical communities.



# OUR NEW EXECUTIVE PASTOR

Our new Executive Pastor will serve closely with our Lead Pastor, lead our administrative staff team and be the primary operational leader of West Highland's ministries and facility. You will provide oversight of staff, financial and operational areas, and be a key leader in the implementation of the vision of the church.

## POSITION OVERVIEW

You will...

- Be the primary operational leader of our church under the direction of our Lead Pastor Jamie Strickland.
- Lead our outstanding administrative staff in a manner that is collaborative, caring and equipping.
- Exemplify a shepherd who knows and cares deeply for his team and our congregation.
- Be a caretaker of our values and beliefs.

## EXPECTATIONS AND OUTCOMES

- A steadfast commitment to the Statement of Faith and culture of our church.
- A high degree of competency and comfort as you bring leadership to our large and growing church ministry.
- A demonstrated track record in leading a committed and competent staff team.
- A can-do attitude demonstrated by creative thinking, strong problem-solving aptitude and an ability to walk by faith as we move into a compelling future.
- A continued commitment to our multi-ethnic congregation.
- A continued commitment to intergenerational ministry.



# WHAT YOU WOULD BRING TO WEST HIGHLAND

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## PERSONAL CHARACTERISTICS

- A man who is captured by the wonder and awe of God.
- A man who has a love for the Word of God.
- A man of prayer who enjoys a deep communion with Jesus.
- The heart of a shepherd as is evident in your humility, openness, and accessibility.
- A history of godly, healthy leadership in your previous assignments.

## EXPERIENCE AND EDUCATION

- Formal theological training preferred.
- 5 years' experience in a similar role/setting.

## MINISTRY SKILLS

- An obvious gifting and richly experienced operational leadership embodied by a heart of service and humility.
- An ability to discern Spirit-led direction amid uncharted ministry times.
- An ability to balance operational needs and expectations with the heart of a shepherd-leader.
- An ability to coach and encourage team members so they can joyfully and fruitfully be their best in their kingdom service.
- An ability to give effective oversight of Human resources, finances and facility needs.

# WHAT WEST HIGHLAND WOULD OFFER YOU.

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- A healthy and fruitful ministry environment.
- A supportive and committed Elders team.
- A competitive salary and benefits package.
- A place to serve that is expectant about its next ministry chapter.

# CANDIDATE REQUIREMENTS

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- You meet the biblical Qualifications of an Elder.
- You are in full agreement with our Statement of Faith and the historic creeds we affirm.
- You agree to our employment policies which are available on request.
- You will complete a Predictive Index profile and our candidate profile.

## SEARCH DETAILS

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Steve Adams of Adams and Co. has been engaged to lead the search process for West Highland Baptist Church.

Steve has overseen over 150 ministry hires and has over 30 years of local church leadership experience. He knows the local church having spent 12 years as lead pastor of one of the largest 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.

### 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.

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

You may also submit your CV/Resume and cover letter by email

Please note, qualified candidates for this search must be Canadian citizens or have permanent residence status 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 **July 30th**.



Steve Adams