

MINISTRY OPPORTUNITY PROFILE

Pastor of Worship

CORNERSTONE
BAPTIST CHURCH ORILLIA

ORILLIA, ONTARIO

ADAMS & CO CONNECTING COACHING CONSULTING

THIS IS CORNERSTONE BAPTIST CHURCH

Cornerstone Baptist Church is a Christ-exalting, Bible-believing, multi-generational church in the heart of Orillia, Ontario, Canada. As with all other churches, our mission is to make disciples of Jesus Christ. We want to do that where God has planted us, but we also want to work with other churches to see that mission accomplished all around the world. One of the ways we express our sense of vision is through the phrase, "Overflow Church". We desire to overflow as a church outward into our community, into other local churches, and across the globe!

Towards that end we often speak of the need for us to "Gather, Grow, Give and Go":

1) We believe in the essential importance of **Gathering** as Christians – in big, medium and small groups – centred around God's Word.
2) We believe in the essential importance of **Growing** as believers, which happens as we study, hear and obey God's Word and disciple one another into greater Christian maturity.
3) We believe in the essential importance of **Giving** to the work of the Church; by giving financially and by giving our time by serving others.
4) We believe in the essential importance of **Going** for the sake of the gospel; by going on mission to share Christ in our workplaces and neighbourhoods, and to go where the gospel of Christ is not proclaimed.

Please find our *Statement of Faith here.*













OUR CORE VALUES

We deeply believe that anointed, biblical teaching is the catalyst for transformation in individuals' lives and in the church.

"All Scripture is breathed out by God and profitable for teaching, for reproof, for correction, and for training in righteousness, that the man of God may be complete, equipped for every good work."
– 2 Timothy 3:16-17

We deeply believe that lost people matter to God, and therefore, ought to matter to our church.

"Just so, I tell you, there will be more joy in heaven over one sinner who repents than over ninety-nine righteous persons who need no repentance."
– Luke 15:7

We deeply believe that prayer connects us to God's purpose, peace and power for life and ministry.

"The Lord is near to all who call on him, to all who call on him in truth. He fulfills the desire of those who fear him; he also hears their cry and saves them."
– Psalm 145:18-19

We deeply believe that loving relationships should permeate every aspect of church life.

"And may the Lord make you increase and abound in love for one another and for all, as we do for you."
– 1 Thessalonians 3:12

We deeply believe that our Gospel presentation should balance word and deed, in a faithful and culturally relevant manner.

"What good is it, my brothers, if someone says he has faith but does not have works? Can that faith save him?"
– James 2:14

We deeply believe in the principle of free will association with like-minded partners, affirming in humility that it will take more than this church to accomplish God's purposes in the world.

"Therefore, we ought to support people like these, that we may be fellow workers for the truth."
– 3 John 1:8

We deeply believe that the local church is the ideal context for and primary agent in the development of Christian leaders.

"So I exhort the elders among you, as a fellow elder and a witness of the sufferings of Christ, as well as a partaker in the glory that is going to be revealed: shepherd the flock of God that is among you, exercising oversight, not under compulsion, but willingly, as God would have you; not for shameful gain, but eagerly; not domineering over those in your charge, but being examples to the flock."
– 1 Peter 5:1-3

We deeply believe in the priority and importance of corporate worship. We need to sit together under God's Word and to be led by the Holy Spirit in transformative and engaging response through songs, offerings and acts of confession.

"And let us consider how to stir up one another to love and good works, 25 not neglecting to meet together, as is the habit of some, but encouraging one another, and all the more as you see the Day drawing near."
– Hebrews 10:24-25

CORNERSTONE AT A GLANCE

Location: Orillia, Ontario

Size: 800+ on Sunday including children in all locations

Makeup: Intergenerational and joyously multi-ethnic

Staff: 21 including full and part time

Facility: 24,000 sq. ft. with a 660 seat auditorium with a +/-20,000 sq. ft. addition currently in the planning stages

Oversight: Elder board of 14 - 9 elected members and 5 staff members

Financial: Annual budget of $2.45 million

OUR COMMUNITY

Orillia is one of Ontario's most picturesque areas with radiant lakes and rivers and an array of activities for all to enjoy year round. Whether you're after an outdoor adventure on the waters or by bike, a relaxing getaway at a spa or eco-retreat, or fun for the whole family, Orillia has much to do. We are located just 90 minutes north of Toronto.

THE MINISTRY ROLE

Cornerstone Baptist Church is prayerfully seeking our next Pastor of Worship. In this role you will oversee all aspects of Sunday morning worship in collaboration with our Lead Pastor Paul Carter. You will also be involved in a complementary ministry role according to your gifts and passions.







OUR THEOLOGY OF WORSHIP.

Worship is the submission of all our nature to God. It is the loving and grateful response of human beings to God. Worship therefore involves all of who we are as people, and yet it is appropriate to speak in a more narrow sense about what we do as a group when we gather together on the Lord's Day.

We desire our worship to be...

God-centred

Worship is about orienting ourselves toward the source and centre of all reality. It is about hearing from God and agreeing wholeheartedly with what he says. Our worship will aspire to focus the attention of all those present upon the holiness, goodness, and beauty of Almighty God.

Christ-Exalting

As fallen human beings we are only able to approach our Holy Creator through the person and work of Christ. In our times of worship, we will celebrate all of what God has done to redeem us, paying particular attention to the finished work of Christ. Therefore, He will be the hero of the testimonies we share, and it will be His honour and glory we seek above all others.

Spirit-Empowered

The Bible teaches that all truly saved people are filled with the Holy Spirit of God and are thus capable of speaking words that encourage and edify the Body of Christ. Hence worship on the Lord's Day is not intended to showcase the gifts of the few, but to activate, cultivate and deploy the gifts of all. The church is not a kingdom with priests, it is a kingdom of priests and therefore we will emphasize plurality and gift-based ministry in our times of corporate worship.

Scripture-Based

The Bible is our final authority in all matters of faith and practice; it therefore serves as the normative standard for the doctrine, shape, and tone of gathered worship. This does not require that every element of a service be prescribed in detail in Scripture, but it does require that the substance of worship be regulated by biblical truth and ordered according to sanctified wisdom. The whole gathering should be saturated with Scripture in its readings, prayers, songs, confessions, and benedictions, so that the entire service becomes an arena of divine address and congregational response.

Elder-discerned

The Bible describes a balance of Spirit-led participation and Spirit-empowered discernment within corporate worship. We understand the task of discernment to be the responsibility of the elders. As such, we understand that the elders are to take the lead in teaching and also to exercise leadership and discernment over all those who are engaged in this important ministry.

Congregationally-engaged

Worship involves speaking to God and speaking to one another, as Colossians 3:16-17 says: "Let the word of Christ dwell in you richly, teaching and admonishing one another in all wisdom, singing psalms and hymns and spiritual songs, with thankfulness in your hearts to God. And whatever you do, in word or deed, do everything in the name of the Lord Jesus, giving thanks to God the Father through him." Worship must be acceptable to God and engaging with the entire congregation.

Please see our entire statement here... *Theology of Worship*

WHO YOU ARE

- You are a worshipper that leads people to experience a compelling vision of God that reflects God's majesty and mercy, His transcendence and immanence, His holiness and His condescension.
- You are a leader that exalts Christ and will lift His name high in authentic worship.
- You have a hunger for God, godly character and a growing relationship with Jesus Christ as your personal Lord and Saviour.
- You are a team builder that knows we are better when everyone brings their best.

WHAT YOU CAN DO

- You can lead us in theologically rich worship that is biblically accurate, musically beautiful and congregationally accessible.
- You will lead us in worship that reflects God's character, enlarges faith, and ushers us into the presence of God in awe, reverence and joy.
- You will build a strong relational culture among your ministry team as you pastor them as they serve.
- You have experience in online communication and technical ministry.

WHAT YOU CAN EXPECT

- To be part of a godly and passionate ministry team.
- To be part of a healthy and collaborative staff team and regular communication with Lead Pastor for service collaboration, encouragement and support.
- To have the opportunity to grow your ministry capacity within the church based on your gifting and passion.







EXPECTATIONS AND OUTCOMES

- You will lead by example in your deepening communion with the Lord and willingness to encourage and help others to do the same.
- You will cultivate among our people an increasing passion to worship God as you lead others in authentic Christ-exalting worship.
- You will build a cohesive and prevailing worship ministry team that strives for musical excellence while bringing people into the presence of God.
- You will demonstrate the posture of a self-starter who is creative, dependable and who will consistently bring your very best to this ministry role.
- You will be actively involved in an additional ministry responsibility according to your gifts and passions. These could include involvement in disciple making ministries, integration, outreach, evangelism, and missions.

QUALIFICATIONS

- A consistent Christian lifestyle that reflects the Biblical qualifications of an Elder.
- Full alignment with the Vision, Core Values, Theology of Worship and Statement of Faith of Cornerstone Baptist Church.
- A servant leader with the gifts of leadership, shepherding and creativity.
- Commitment to personal spiritual formation disciplines and professional training for ongoing personal development in all areas of life.
- Willingness to complete a Predictive Index assessment.
- Experience leading corporate worship, knowledge in musicianship and gifting in playing at least 1 lead instrument.

EDUCATION AND EXPERIENCE

- Degree, Certificate or Diploma in a relevant field: religious studies, worship, leadership or equivalent experience/education.
- Strong communication and relational skills.
- Experience in a church similar in ministry culture as Cornerstone.

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 Cornerstone Baptist Church in the search for their new Pastor of Worship.



Steve Adams

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

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 **Dec. 31, 2026.**