MINISTRY OPPORTUNITY PROFILE

Senior Associate Pastor

TEMPLE
Baptist Church

SARNIA, ONTARIO

ADAMS & CO
CONNECTING
COACHING
CONSULTING

ABOUT TEMPLE BAPTIST CHURCH

Temple Baptist Church is a vibrant and growing multi-ethnic community of Kingdom servants in Sarnia.

We began on a vacant lot on the outskirts of town over 85 years ago. Two young preachers had organized the effort, and the spiritual hunger of the crowds was so great that often the whole front of the tent meeting was filled by people who came forward to receive Christ. Originally only planned for the month of July, these meetings were carried out every evening until the end of August. That summer Christians in and around the Sarnia area were revived in their faith, families were united in Christ, and many people trusted Jesus as their Lord and Saviour.

Out of this exciting time, Temple Baptist Church emerged. A group of eight members trusted God for a church and before long, He provided. Today, more than 85 years later, the legacy continues...

We are a church of over 500 people from all walks of life.

We are a healthy church and are experiencing a season of numerical growth and spiritual deepening.

We believe that our best kingdom building days are yet ahead.

As our Senior Associate Pastor you will work alongside our Lead Pastor Terry Norris and give oversight to our committed ministry team.

OUR COMMUNITY

Sarnia is bordered by the sparkling blue waters of southern Lake Huron and the St. Clair River. Navigate miles of scenic shoreline, award winning floral gardens, picturesque parks and charming waterfront communities or enjoy an array of fun activities including riverboat cruises, heritage sites, professional live theatre, boutique shopping, art gallery tours, farm gate visits and more. Sarnia Farmers' Market has been in business for well over 100 years. The market is open Wednesday and Saturday mornings, year-round and includes market fresh produce, fruits, farm fresh eggs, baked goods, homemade ice cream, meats and much more. Home to more than 300 kilometers of waterfront including 2 internationally renowned beaches, a day of water fun and endless options await you along Ontario's blue coast. Celebrate the stories of our past and the talent of today with a visit to one of our historic sites or one of the many galleries and museums. Our County is a blend of rural charm and suburban convenience. It offers a tranquil lifestyle with easy access to urban amenities. Known for its beaches and parks, it is a great place to live and serve.

OUR TEAM

We are looking forward to you joining our staff ministry family of 9. We love the Lord and we love our church. We are excited about the future and enjoy serving together. Welcome to Temple!

THIS IS TEMPLE

PATHWAY OF PURPOSE - FROM COMMUNITY TO CORE

Our purpose at Temple is to make disciples of Jesus who love God passionately, serve our neighbours generously and grow in Christ intentionally.

WHAT IS A DISCIPLE?

A disciple is a person who chooses to follow Jesus, be with Jesus, and become like Jesus.

HOW WILL WE KNOW WHEN PEOPLE ARE BECOMING DISCIPLES OF JESUS?

People who are disciples of Jesus are fulfilling the greatest commandment (Mark 12:30-31) and more in their daily lives. They are becoming people who love God more passionately, serve their neighbours more generously, and are growing in Christ more intentionally.

OUR VISION

NEXT: DEEPER IN CHRIST ... FURTHER INTO OUR WORLD

A journey to love God passionately, serve neighbours generously, and grow in Christ intentionally—together.

Every church has moments where God invites them to take a step of faith—not just as individuals, but as a community.

NEXT is that moment for us.

NEXT is an invitation to become people who align all of our lives around the call of Jesus in Mark 12:30-31...

To love God with our heart, soul, mind and strength...and to do that TOGETHER, in community.

WHAT NEXT IS:

NEXT is a two-year spiritual growth initiative designed to align our church and our lives with God's purpose for us.

It's about growth and kingdom impact, not programs or busyness.

WHY NEXT MATTERS:

Our purpose is to love God passionately, serve neighbors generously, and grow in Christ intentionally.

NEXT will help us live that purpose more fully, more deeply, and more consistently.

WHAT NEXT WILL DO:

Call our hearts upward — pursuing deeper life with God.

Turn our hands outward — serving our city with greater compassion. Shape our lives inwardly — becoming more like Christ.

Unify us around one direction — so every ministry, team, family, and individual moves together.

This is not about adding something new to your life. It's about becoming someone new in Christ... and discovering what God can do through a church that seeks Him wholeheartedly.

Our Pathway of Purpose starts with helping people in our community become curious about Jesus and Temple Baptist Church.

We know that when people become curious, they seek answers to their questions and become part of the "crowd" looking for a place to belong.

Everyone wants to know they belong and when we know that, we become committed -committed to community, to each other, and, most importantly, committed to Jesus.

Intentionality is the key to growing in Christ. Our desire is to see people make their faith in Jesus the core of their life. Our hope is that our pathway will lead to each of us becoming people who can say, with integrity, that our life's greatest pursuit is to love God passionately, serve our neighbours generously, and grow in Christ intentionally. Not to be part of the "core" of Temple but to live out the core of our faith.

DOES THIS SOUND LIKE YOU?

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

You are not content with the status quo and want to move the mission forward for greater Kingdom expansion.

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

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

You can see the big picture and yet you are able to lead in the elements and pieces that see the big picture come into being.

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.

CORE RESPONSIBILITIES

You will...

- Support the Lead Pastor in the implementation of the appropriate systems and alignment of all ministries for the accomplishment of the church's mission and NEXT vision.
- Develop a process for ministry effectiveness evaluation.
- Collaborate with the Lead Pastor in upholding a ministry structure based on the church's current goals and resources.
- Champion the development of people and systems for all ministry areas in support of the healthy, long-term growth of the church.
- Work collaboratively with the lead pastor in the annual strategic planning process including evaluation of ministry performance; review of mission, vision, and core values; development of key objectives and establishment of goals.
- Lead the ministry team in the fulfilling of their day-to-day ministry responsibilities.
- Ensure the operational readiness of the church through oversight of the support staff.
- Participate in our weekly worship services.

EXPECTATIONS

Your leadership will...

- Allow our lead pastor to be freed from the responsibilities that distract him from his best contribution at Temple Baptist.
- Make a significant contribution to the shaping and implementation of the church's vison for the next 1-3 years.
- Implement structures and systems that will allow the staff and congregation to move forward on mission.
- Be known as that of a tender-hearted shepherd.
- Result in an increasingly effective staff team that is enthusiastic and deeply committed to the mission of Temple Baptist.
- Be known for implementing new approaches and embracing kingdom opportunities that bear gospel fruit.

QUALIFICATIONS

You will...

1) Meet the biblical qualifications of an Elder.
2) Demonstrate a mature walk and submission to the Lord Jesus and a commitment to His church.
3) Have a heart to see our entire church family involved in ministry and embracing our NEXT Vision.
4) Maintain and nurture your relationship with Christ through the practice of regular spiritual disciplines as a lifestyle.
5) Have a commitment to teaching sound doctrine and biblical truth that has grown out of personally seeking Jesus above all else.
6) Have a willingness to be in an ongoing, meaningful accountability relationship.
7) Have strong leadership and interpersonal skills.
8) Have some formal theological education.
9) Be a motivating volunteer team builder.
10) Have full agreement and alignment with the statement of Faith of Temple Baptist and our ministry policies.
11) Be willing to complete a Predictive Index Assessment and an APEST Profile.

SEARCH DETAILS

Adams and Co. has been engaged to lead the search process for Temple Baptist 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 or 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 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.

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 **Nov. 30,2026.**