

# CANADIAN BAPTISTS OF ATLANTIC CANADA

## MINISTRY OPENING

### CHURCH

#### **The Crossing Church**

St. John's, Newfoundland & Labrador

<http://www.thecrossingchurchnl.ca/>

### MINISTRY POSITION

Senior Pastor

### AVG SUNDAY ATTENDANCE

150-199

### FULL TIME / PART TIME

Full Time

### REQUESTED CREDENTIALS

Accredited Ordained Minister or Candidate for Ordained Pastoral Ministry

### POSITION DESCRIPTION

The Crossing Church is seeking a Senior Pastor to partner with the congregation to envision a Spirit-led, God-breathed, Christ-centered community of believers whose desire is to learn to live and love like Jesus.

Who we are.

We are a friendly, family orientated, multicultural, multi-site community of believers who live in and around St. John's and Gander Newfoundland Labrador. With attendees from all points of the globe and all walks of life, we are a group of people who are growing in Christ within this community of faith. God's love for us motivates us to show the love of Jesus Christ to those we meet.

Where we come from

The roots of The Crossing Church can be traced back to 1954 when The Baptist Federation of Canada was instrumental in establishing the first Baptist church in St. John's, Newfoundland, and Labrador. Eventually a second Baptist church in the city, West End Baptist Church was established in 1967. Gander Baptist Church was established in the late 1960s as well.



CANADIAN BAPTISTS  
OF ATLANTIC CANADA

# CANADIAN BAPTISTS OF ATLANTIC CANADA

## MINISTRY OPENING

The Crossing Church - One Church Two Locations

In 2019, the congregations of West End Baptist and Gander Baptist voted to become one church with a new name, "The Crossing Church," a unique multisite ministry, given the geographical distance (330km or 3.5 hours' drive) between our two sites.

The Crossing Church Mission

Our mission is to be a church where people feel welcome to worship God and know they belong, where the Holy Spirit transforms lives through the Bible and inspires us to become more like Jesus, sharing His love and message of hope, serving in our community and the world. The Crossing Church exists to live out the Great Commandment and the Great Commission.

**POSITION CLOSING:**

Flexible: open for applications until the position is filled

**SEND RESUME / CV TO:**

[search@thecrossingchurch.ca](mailto:search@thecrossingchurch.ca)



CANADIAN BAPTISTS  
OF ATLANTIC CANADA



## Senior Pastor Ministry Description

### SUMMARY

The Senior Pastor will provide leadership in ministry to equip the church to fulfill its Purpose and Mission. The Senior Pastor will faithfully preach God's Word and model the priorities of prayer and discipleship within the Church. The Senior Pastor has the responsibility, authority, and accountability to serve as the primary leader of the church. With respect to the Board, the Senior Pastor will provide visionary leadership in all areas except for the monitoring of Senior Pastor performance. The Senior Pastor will have all the duties and responsibilities as an active member of the Board.

### REPORTING RELATIONSHIPS:

The Senior Pastor shall be accountable to the Board and operate within the limits of the Church governance documents, Guiding Principles, and annual ministry goals.

### MISSION PRINCIPLE RESPONSIBILITIES:

#### MP1.1 Worship

The Senior Pastor will:

- a) Foster a worship atmosphere where attendees experience the love and presence of the Holy Spirit through personal and corporate worship of God, creating an understanding that worship can take place in many forms and be part of daily life and experiences.
- b) Collaborate with worship leaders and related staff to envision and oversee Church worship services which engage the congregation and reflect the Purpose and Mission of the Church.

#### MP1.2 Fellowship

The Senior Pastor will:

- a) Foster a culture and atmosphere that reaches out to all, expressing that all are loved and welcomed to come and know a true sense of belonging, of community, of being part of the Body of Christ.
- b) Foster a welcoming environment for newcomers.
- c) Encourage regular church attendees who have placed their faith in Jesus to consider joining the Church membership.

- d) Encourage and support the organization of periodic fellowship and social events for the Church.
- e) Ensures follow-up communication with members and adherents who have been absent or away for extended periods.

### **MP1.3 Discipleship**

Senior Pastor will:

- a) Encourage believers to be grounded in their Christian faith and experience the transforming power of the Holy Spirit through Bible-centered study and teaching, inspiring all to live and love like Jesus.
- b) Provide teaching and growth opportunities for new believers.
- c) Facilitate the identification, nurturing and exercising of the congregation's spiritual gifts.
- d) Provide leadership development opportunities for believers in the Church who have this gift.
- e) Equip people to disciple others.
- f) Oversee or conduct baptisms.
- g) Support small group ministry leaders to ensure small group Bible studies are offered and to encourage participation in them.

### **MP1.4 Service**

The Senior Past will:

- a) Equip believers to impact their homes, church and community by developing their God-given gifts, talents, and experiences.
- b) Inspire believers to demonstrate the love of Jesus through service in our community and the world.
- c) Oversee the organization of Church outreach events and partnerships with the community.

### **MP1.5 Evangelism**

The Senior Pastor will:

- a) Equip and inspire people to reach out to share the Gospel in our neighbourhood, community and the world.
- b) Preach the gospel message regularly from the pulpit in a way that all attendees can understand.
- c) Cultivate local outreach ministries and global missions opportunities, in conjunction with the local and global missions organizations (including but not limited to Canadian Baptist Ministries).
- d) Ensure the operation of the mission team is maintained (including its oversight of the mission budget) and that mission partnership opportunities are periodically reviewed.
- e) Ensure that ongoing commitments to mission partners are maintained.

## **OTHER RESPONSIBILITIES**

### **Preaching**

The Senior Pastor will provide a preaching ministry which is balanced in doctrine, principles of Christian faith, knowledge of the Word, application of Biblical principles to daily life and individual commitment to those principles. The Senior Pastor will:

- a) Provide a balanced overview of the whole counsel of God.
- b) Deal with doctrinal issues which may need particular attention.
- c) Apply Biblical principles to moral, ethical, and political issues.
- d) Ensure that encouragement, reproof, and correction are in balance.
- e) Give opportunities for people to respond to evangelistic and commitment messages.
- f) Be responsible for presiding over the Lord's Supper.
- g) Oversee a preaching team of people from the congregation who are gifted in preaching to foster one another's growth and contribute to the preaching ministry of the Church.

### **Pastoral Care**

The Senior Pastor will:

- a) Oversee and provide pastoral care for the congregation with the assistance of the Deacons and Care Visitation Ministry.
- b) Facilitate a viable visitation plan to members and adherents who are in hospital or shut-in.
- c) Be willing to respond to community pastoral care needs.
- d) Provide and facilitate premarital and marital counselling.
- e) Provide personal counselling to families and others in need and/or make referrals to competent, professional, Christian counsellors when deemed appropriate and necessary.
- f) Oversee weddings and funerals of the church.
- g) Keep in contact with various groups in the church both formally and informally.
- h) Administer the Community Care Fund.

### **Leadership**

The Senior Pastor will:

- a) Provide leadership and direction for ministry, not only in its effectiveness but in the preparation of people to carry it out.
- b) With the Board, seek God's will for the church, promote a vision and direction and construct a strategic plan for the church's efforts.
- c) Develop a plan for preaching ministry, discipleship, equipping, and community outreach.
- d) Ensure that prayer has a prominent place in church life and in the personal lives of those who attend the Church.
- e) Participate as an active Board member.
- f) Oversee or actively lead all Church ministries.
- g) Lead and manage the staff.
- h) With the Board, develop annual goals in order to accomplish the Mission of the Church.
- i) Develop and present to the Board an annual plan for ministry to achieve the annual goals.
- j) Actively work towards effectively meeting the goals and the annual plan for ministry, providing regular updates to the Board and an end-of-year report.

### **Administration**

The Senior Pastor will:

- a) Ensure smooth operation of the Church's ministry activities
- b) Encourage and/or assist various ministry team coordinators and groups to stay on track with identified goals throughout the year.
- c) Prepare and present to the Board an annual income and expense operating budget for review and approval.
- d) Manage commitments and expenditures to stay with the Church's operating budget.
- e) Manage the upkeep of the Church's assets.
- f) Maintain and advise on use of Community Care Fund.
- g) Represent and speak on behalf of the church in official capacities.

### **Denominational and Interfaith Participation**

- a) The Senior Pastor is generally required to attend the yearly assembly of the Canadian Baptists of Atlantic Canada unless responsibilities or emergencies arise.
- b) The Senior Pastor, with Board approval, will have the opportunity to hold offices and participate on boards, committees and programs of the Association and/or Canadian Baptists of Atlantic Canada and/or Canadian Baptist Ministries as opportunity arises.
- c) The Senior Pastor, with Board approval, shall participate in interfaith activities.

### **ACCREDITATION:**

- The Senior Pastor is required to be accepted for ordination by The Board of Ministerial Standards and Education of the Canadian Baptists of Atlantic Canada.
- The Senior Pastor must act and be in compliance with the regulations concerning the ministry of the Canadian Baptists of Atlantic Canada or successor body.

### **SELF DEVELOPMENT**

The Senior Pastor will maintain a self-development program, including professional and personal spiritual growth. To this end, the Senior Pastor will:

- Maintain a balance between personal and work/church life.
- Schedule time to concentrate on prayer and personal Bible Study.
- Schedule time for exercise and relaxation.
- Stay current with reading and information.
- Seek out mentorship and/or spiritual direction/formation.
- Stay in contact with pastors, colleagues and resource people.
- Maintain ongoing contact with pastoral gatherings in the area.
- Attend seminars and conferences as opportunities arise.
- Preach at other churches and conferences as opportunities arise

The Senior Pastor will have the opportunity to and will participate in professional development annually in consultation with the Board and within the budgeted financial amount.