

Napanee Baptist Church Job Description: Pastor

Position Title: Pastor

Position Type: Full-Time

Position Location: Napanee Baptist Church,

Position Summary:

The Pastor will serve along with the other Elders of the church as a spiritual leader of the congregation. This individual will provide pastoral care, guidance, and leadership to the congregation in accordance with the church's faith and doctrine. The Pastor will work closely with church leadership to develop and implement initiatives that promote spiritual growth and engagement.

Responsibilities:

- Provide pastoral care and counselling to members of the congregation.
- Teach and preach the Word of God with accuracy, clarity, and relevance to everyday life.
- Administer and perform the ordinances of baptism and communion as well as other Christian ceremonies such as weddings and funerals.
- To work in a team environment to provide leadership and guidance along with the Elders of the church.
- To identify outreach opportunities in our church and community.
- Identify gifts and provide avenues where parishioners can become ministry partners to take advantage of the outreach opportunities.
- Develop and implement initiatives that promote spiritual growth and engagement.
- Encourage members of the congregation to deepen their relationships with God and one another.
- Provide oversight for church operations and facilities along with appropriate leadership.
- Attend and participate in meetings with church leadership and committees.
- Maintain a regular schedule of office hours and be available to members of the congregation as needed (minimum 40 hours per week).
- Take sufficient holidays and time away to maintain a healthy family life and personal life.

Qualifications:

- A strong and growing relationship with Jesus Christ.
- Satisfy the biblical qualifications of an Elder: 1 Timothy 3:2-7 and Titus 1:6-9.
- A deep commitment to the church's faith and doctrine (a person who teaches and exemplifies Reformed Theology and the doctrines of God's Sovereign Grace).
- Strong communication and interpersonal skills.
- Ability to work collaboratively with church leadership.

Napanee Baptist Church Job Description: Pastor

- Ability to manage multiple tasks and prioritize responsibilities effectively.
- Demonstrated ability to lead and inspire others.
- At least 3 years Lay leadership in their home church as well as Pastoral and other leadership experience in a conservative, evangelical church (Preferred).
- Bachelor of Religious Education (BRE) or Master of Divinity (MDIV) (Preferred).
- Pastor's wife should have a heart for ministry and support her husband as he leads the church along with the Elders.
- Have a Church Planter mentality.
- Be well-versed in social media so they can provide oversight to our online ministries.

Compensation:

The compensation package for this position will be competitive and commensurate with experience and qualifications. This package will include a salary, healthcare benefits, housing allowance, car allowance, and vacation time.

Napanee Baptist Church Job Description: Pastor

Church and Community Profile

About Napanee Baptist Church

After World War II, returning men and their families decided that they needed a new church not present in the town at the time. As a result, Napanee Baptist was born and it met weekly in rented quarters above the present New York Café on Dundas St in downtown Napanee. As the church grew, it was decided that a new church should be built. Property was acquired on outer Dundas St. and in 1958 the new Napanee Baptist church was dedicated to God's glory.

During the earlier years, the church prospered with the grace of our Heavenly Father. There was a large Sunday School with multiple class age groups and the church had a bus to gather all the children for Sunday services. As time passed, parishioners passed away or moved away to larger centers. As rural employment waned the children of parishioners moved to Toronto or Ottawa in search of jobs. Cultural changes meant that fewer and fewer people felt the need to attend a church. Church membership fell and Sunday School students dry up.

The stewardship of Pastor John has been challenging and transitional in nature. He has worked tirelessly to change the nature and attitude of the membership. In his words, he has "changed the vibe." And it is his, and our, belief that Napanee Baptist is ready and prepared now to launch into the future for the Lord and to accomplish the will of God.

Today, the church sees an average of 30-40 attendees with room for three times that attendance. A large majority of our attendees are seniors. All members are born-again and have been baptized. We have three bible studies weekly; one led by the pastor, another by an elder, and a third by a church member. We have a number of small ministries that are active including a trucking ministry at the Flying J and a prayer tent during the warmer months.

In recent years, the church as been updated in many areas including a new roof, air conditioning, updating the auditorium with new carpeting and chairs replaced pews. The lighting and sound system recently received an upgrade. Generally, the church building is in good shape and repair. The church has its own website, Facebook account and YouTube channel where every Sunday, the scripture and the pastor's message is recorded, edited, and uploaded.

The church governance is handled by two groups: the elders handle the spiritual needs of our people, and the deacons look after the physical building and the finances. Both groups see their main role as carrying out the will of God and supporting the pastor as his needs dictate. It is truly a team approach; and the team is laser focused on God's will.

In summary, Napanee Baptist is a God-centered, prayer-centered, bible-centered group of saints.

About Napanee, Ontario

Our Town is a part of the County of Lennox & Addington in the heart of Eastern Ontario, conveniently situated along Highway 401. Greater Napanee is a vibrant, historic town with a population of 15,892 making it a great place to live, work and play.

We are a growing community. Situated equidistant from Kingston and Belleville, it is appealing as a "bedroom community" for these larger centers. Housing prices, although high, are less than surrounding, more populated centers. Most of the services that a family would need can be found in Napanee without having to go to the larger centers.

Napanee sits about a two hour drive from Toronto, Ottawa, and Montreal. We are also close to the American border. Within 25 minutes we have a world class university at Queen's, two community

Napanee Baptist Church Job Description: Pastor

colleges with St. Lawrence in Kingston and Loyalist in Belleville, and a teaching hospital at the Kingston Health Sciences Center. For any family members that would like to start a career, there are a variety of job opportunities available with large employers like Invista, Proctor and Gamble, and Goodyear. Also, many small employers provide the bulk of the job opportunities both in Napanee and also in Kingston and Belleville.

Napanee is a great place to live, work, and play.