



MINISTRY OPPORTUNITY PROFILE

Lead Pastor

Hamilton, Ontario



WEST HIGHLAND

BAPTIST CHURCH

ABOUT OUR NEXT LEAD PASTOR

West Highland Fellowship Baptist Church is looking for an ordained, seminary-educated lead pastor with experience leading a mature multi-generational, multicultural church focused on building loving relations through a disciple-making culture.

The Lead Pastor should have strengths in preaching and teaching, providing leadership, and building collaborative unity with a diverse Ministry Team and congregation. Leading with a life committed to prayer, the Lead Pastor will inspire and challenge the congregation through strong expository preaching in a relatable manner, able to draw out applications to our lives from the Scriptures. The Lead Pastor will prioritize prayer in all aspects of his ministry while in collaboration with the Elders and leading the Ministry Team and congregation with a compelling vision focused on outreach and evangelism by making and equipping disciples.

Please refer to the attached Job Description for more details of the position.

Interested candidates, please apply by emailing your resume and [FEB Central Pastoral Profile](mailto:PSC@westhighland.org) to: PSC@westhighland.org.



ABOUT OUR CHURCH

In March 1972, six couples attending Elliott Heights Baptist Church on Hamilton's East Mountain had a vision of establishing an evangelical church to minister to the burgeoning population of the West Mountain.

Sunday morning average attendance is over 1000. Our Community Groups are growing and thriving. We anticipate reaching around 35 active Community Groups in the Fall.

"West Highland has a vision to be an international, multi-generational, Gospel-centered church. A Church led by Spirit-gifted, biblically qualified leaders, characterized by a flourishing disciple-making culture, evangelistic and equipping programs, and efficient administrative structures and staff. West Highland is committed to increasing expansion within our parish, throughout our region, into the surrounding communities and to the uttermost parts of the world." - GC 2023, page 14 (edited).

"In order to grow larger, we must grow smaller. Our ability to grow numerically is directly related to our performance in caring for those whom God has entrusted to us... The multiplication of small groups is the foundation of sustained church growth." - Vision 2020, page 25.



ABOUT OUR COMMUNITY

(Sources – City of Hamilton website, Hamilton Chamber of Commerce, Wikipedia)

Living in Hamilton, Ontario, offers excitement, urban downtown vibes, and relaxing scenic backdrops. The city balances urban and suburban areas, with space for businesses to grow, and numerous recreation spaces to explore the Niagara Escarpment, with over 100 waterfalls, hundreds of kilometres of trails, and numerous parks.

Hamilton is located less than an hour west of Toronto in Southern Ontario, the country's most densely populated and economically advanced region, and less than an hour from five major border crossings to the United States.

Hamilton hosts plenty of music festivals and cultural events. Hamilton is ranked 7th in the world for musicians per capita—a truly musical city. Hamilton supports artists and cultural events, and residents can enjoy live music and events year-round.

There's no need to leave the city to find your dream home. Urban dwellers enjoy converted loft spaces with character and modern amenities. More traditional house hunters have a choice of updated Victorian homes and recently built single family dwellings with suburban space to grow into.

Hamilton is a regional centre for healthcare and professional training. Hamilton's hospitals offer advanced treatments and employ some of the most talented medical professionals in Canada. Hamilton is fortunate to have many great healthcare services and facilities.

Hamilton is home to several internationally recognized postsecondary institutions, along with a range of public, Catholic, French-language, and private elementary and secondary schools.

McMaster University has more than 70 research centres and institutions on campus. Mohawk College is considered a leader in health and technology education having achieved the highest satisfaction scores in Hamilton among fellow colleges. In addition, the college is well-renowned for skills training and addressing workforce shortages through upskilling and training for jobs in the real world. Redeemer University is an undergraduate university that provides quality education in Liberal arts and sciences and with its Christ-centred teaching, research, and services to the surrounding communities. Redeemer also sponsors arts, music, athletics and theatre events.



POSITION DESCRIPTION

Position Title:	Lead Pastor	Hours:	Full-Time
Church Program:	Staff	Term:	Permanent
Reports to:	Elders Board	Method of Appointment:	Recommended by the Pastoral Search Committee, approved by the Elders Board, ratified by resolution of the membership
Works Closely With:	Elders Board Ministry Team Support Staff The Congregation		

Job Purpose

The primary purpose of the Lead Pastor is to provide oversight and leadership to all Ministry Team leaders and ministries of West Highland Baptist Church to help people follow Jesus, be changed by Jesus, and become committed to the mission of Jesus throughout the Hamilton area.

Duties & Responsibilities

Preaching Responsibilities

- Provide the primary preaching ministry at WHFBC;
- Spend adequate time in sermon preparation and research to minister the Word of God to the congregation;
- Be responsible for all pulpit ministry and teaching to ensure worship and sound doctrine;
- Create an environment of sound biblical exposition so that congregants are responding in obedience to the Word; and
- Help others to do the work of an evangelist, while he himself does the same.

Pastoral Responsibilities

- Ensure that congregants are being channeled into committed membership, community groups, and active service using their spiritual gifts;
- Promote a disciple-making culture;
- Support and encourage outreach in our Hamilton community, as well as, mission work in the world;
- Motivate all who believe to identify with Christ in biblical baptism;
- Ensure through working closely with the Ministry Team members that all WH members are faithful in worship, involved in a community group, discipling others, serving in ministry, and being equipped through training and teaching initiatives;



- Along with other Ministry Team members, ensure all church members, including the sick and elderly, are shepherded, counseled, and ministered to;
- Maintain a well-balanced ministry to all ages for the salvation of souls and spiritual growth and maturity; and
- Participate in special services, such as weddings and funerals, as invited and available.

Leadership Responsibilities

- Lead the church by inspiring the Elders Board, directing the Ministry Team and Support Staff, and teaching the congregation;
- Lead the Ministry Team in generating goals which reflect the overall purpose to "help people follow Jesus, be changed by Jesus, and become committed to the mission of Jesus" along with appropriate tools to evaluate these goals;
- Create a healthy and enriching team experience for all Ministry Team members;
- Guide each Ministry Team member toward the fulfilling of their responsibilities, goals and vision for their ministries;
- Foster a climate in the Ministry Team which encourages creativity and openness in the workings of the team;
- Preside over weekly Ministry Team meetings, ensuring they are led with competence and focus on the mission of the church;
- Exercise general supervisory oversight over all staff members within the authority structure of the church;
- Ensure staff accountability reviews are performed annually. This includes a 6-month follow-up review where improvements have been recommended;
- Prepare monthly Lead Pastor reports for Elders meetings;
- Inform the Elder Board of any potential discipline of Ministry Team members and church members;
- Work in conjunction with the Ministry Team and Board of Elders in formulating and recommending Policy Statements to the Church, as may be necessary from time to time;
- Be active in discipling and training emerging leaders in the church;
- Be in full agreement with, uphold and be subject to the Church Constitution and Incorporation document; and
- Maintain an interest and cooperation with the Fellowship of Evangelical Baptists in Canada.

Other Responsibilities

- Spend adequate time in the study of the Word and in prayer for personal preparation;
- Fulfill the qualifications of a Pastor and ensure that his lifestyle does not evidence unethical or immoral conduct or behaviour that is unbecoming of a Christian contrary to biblical principles.





Supervision

The Lead Pastor supervises all Pastoral and salaried staff. He has the authority to regulate their hours to the best interest of the church. The Lead Pastor also gives direction to all ministries of the church as the Undershepherd of Christ and is the spiritual overseer of the church.

Skills & Qualifications

- Master of Divinity or equivalent theological degree is preferred;
- Requires 5-10 years of experience as a Lead Pastor or Associate Pastor;
- Has been ordained;
- Gifted in preaching, teaching, and evangelism;
- Has a strong personal walk with God: focuses on the inner discipline of the spirit in his own life through meditation, prayer, and a deep dependence on God's power;
- Models a servant's heart and the qualifications of an overseer (Pastoral Letters);
- Knowledge of local church dynamics, organization, and ministry;
- Knowledge of biblical and theological issues/trends;
- Knowledge of Canadian evangelicalism and cultural trends within Canadian society;
- A visionary leader, with the ability to cast vision and lead the church toward spiritual and numerical growth;
- Strong written and verbal communication skills;
- Strong interpersonal skills;
- Strong leadership skills with the ability to lead multiple staff and lay leaders toward the accomplishment of agreed upon goals and the mission of West Highland;
- Has a shepherd's heart, warm, humble, sociable, with a love of people and a passion for souls; and
- Fulfills the Terms of Employment of all Staff Members, under Article 32.01 of West Highland's Bylaws

Remuneration

Salary and benefits as established by the Elders Board and outlined in the Employment Contract.



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