

Associate Pastor

at Bath Road Baptist Church

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Overview

Bath Road Baptist Church (BRBC) in Kingston Ontario is prayerfully and actively looking to call an Associate Pastor to enhance the leadership of the church.

At BRBC we are a growing church of over 150 weekly attendants, committed to the doctrines of grace. From children to seniors, we have a diverse multicultural congregation with a unifying love for Christ and for one another.

We have enjoyed the ministry of our current associate pastor over the past few years, but with his recent call to serve as Lead Pastor at another church we are now seeking to add an undershepherd who can serve our congregation. Our current Senior Pastor is gifted in preaching and leadership, and the Associate Pastor will support him by enhancing our current ministries and building up others. This is a complementary role to the Senior Pastor and the Elders at BRBC.

We see a number of opportunities for growth and improvement where the Associate Pastor could contribute: Children and Youth Ministry, Discipleship, Counselling, and Music Ministry. The right man will be gifted in one or more of these areas and will be aligned with our vision of church and ministry.

Critical Needs

The Associate Pastor will demonstrate leadership in the following areas:

Character

- An exemplary life and spiritual gifting as an Elder as described in 1 Timothy 3, 1 Peter 5, and Titus 1.
- Sound Biblical knowledge and practical experience in pastoral leadership.
- Ability to keep both personal and church life in balance.

Conviction

- A sinner saved by grace; who demonstrates a mature and still-growing spiritual walk with God through Jesus Christ.
- Agreement with and adherence to the BRBC Articles of Faith and Church Constitution.

Competency

- Proven ministerial competence and leadership.
- Ability to teach in a complimentary role to the Senior Pastor and Elders. (Preaching is not the primary role, but basic ability and willingness to grow are needed).
- Experience in Church Ministry an asset, even as a volunteer.

Other Requirements

- A willingness to commit to the ministry at BRBC a minimum of 2 years.
- Supportive references as to character and competency from congregation(s) and peers.

"We do not preach ourselves, but Jesus Christ as Lord, and ourselves as your servants for Jesus' sake."

Assets to Have

There are several different areas of gifting where the church could use help. We don't expect candidates to possess all of these skills, but any of them will be considered attractive additions to the ministry at BRBC. Our intention is to shape the role around the right candidate. If you have skills we can use, we will consider how you may fit into the future at BRBC. The needs include:

Children and Youth Ministry

- Organizing and leading children's/youth ministry, including choosing curriculum, managing, training, and scheduling volunteers.
- Building relationships with children, youth, & parents through care and encouragement.
- Planning and coordinating events for Children and/or Youth.

Discipleship /Counseling

- Ability to disciple and equip members of the congregation to grow in Christian maturity.
- Passionate about meeting in homes to pray, encourage, get to know, and love people.
- Providing counsel to members through various trials from a biblical perspective.
- Leading and overseeing Prayer Meetings, Bible Classes, and Community Groups.
- Outreach and Evangelism experience an asset.

Music Ministry

- Organizing and leading music for Sunday services, along with the Senior Pastor.
- Mobilizing musicians to grow the team and encourage the church in song.
- Coordinating, training, and scheduling musicians for corporate worship.
- An understanding of church AV equipment an asset (mics, speakers, cameras, sound boards, instruments etc).

Administration

- Overseeing and working alongside church staff and members running various church activities.
- Developing systems and/or improving processes to organize ministries and events.

Education

- Preference given to those who have Seminary or Bible College training or are pursuing a degree (BA, M.Div, MTS, etc.).

BRBC Distinctives

A few things BRBC is committed to are:

- **Reformed Doctrine:** BRBC is unashamedly reformed in our practice and teaching.
- **Prayer:** BRBC is a praying church with 3+ scheduled weekly prayer meetings.
- **Community:** 60+ people involved in Community Groups (regular home bible studies)
- **Hospitality:** BRBC members are regularly sharing meals and caring for one another.
- **Missions:** BRBC supports evangelism to Muslims through Voice of Faith (a ministry founded by a member of our congregation)

A generous compensation package that is equitable and fair will be shared with successful candidates, later in the process. This includes benefits, vacation, and pastoral support, based on a professionally developed formula.

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