

MINISTRY OPPORTUNITY PROFILE

Associate Pastor of Care and Connections

SOUTHEND CHURCH

OWEN SOUND, ONTARIO

ADAMS & CO CONNECTING COACHING CONSULTING

WELCOME TO SOUTH END FELLOWSHIP BAPTIST CHURCH

OUR VISION

Introducing the world to Jesus Christ one person at a time.

OUR MISSION

We will develop disciples of Jesus through relational environments.

THE PROCESS

Living as disciples we will make disciples who make disciples of Jesus

Share-Connect-Minister-Disciple

OVERVIEW

South End Fellowship Baptist Church is a vibrant and growing church in Owen Sound, Ontario. Every Sunday, people from every age and stage of life gather as one congregation to worship Jesus - a beautiful picture of the Kingdom of God.

Our church is experiencing increasing attendance, a deepening culture of discipleship, and a growing passion to reach our community with the gospel. With approximately 500 people gathering each weekend we believe God has positioned us for an exciting new season of Kingdom impact.

We are seeking a **Pastor of Care and Connections** who is a grace-filled servant-leader with a passion for seeing people come to Christ and be cared for.

We are looking for an experienced leader who will work collaboratively with our current pastoral leadership.

If you long to see people encounter Jesus and enjoy helping people find their way in a new church setting, caring for others, strengthening our healthy life group life ministry, helping lead us toward even greater Kingdom impact and are in alignment with our Statement of Faith, we would love to begin a conversation with you.





OUR STORY

- In 1926 15 believers decided to form South End.
- The first service was held on May 16, 1926
- The monthly offering in 1929 was $51.21.
- Membership grew to 60 people in 1966 and 89 children in Sunday School.
- South End joined The Fellowship in 1970.
- In 1988 our current building was constructed.
- In 2007 Pastor Chad Gordon joined the ministry staff.
- In September 2011 Pastor Tim Chambers joined as Children's ministry leader, and became Associate Pastor in 2017.
- In 2023 we officially moved to two Sunday morning services.
- In June 2026 we celebrated 100 years of God's faithfulness to South End.









OUR FIVE PILLARS

EQUIP ONE ANOTHER
Ephesians 4:11-16

AUTHENTIC WORSHIP
John 4:23-24

PROCLAIM GOD'S WORD
1 Timothy 3:16,17, 2 Timothy 4:1-4

LOCAL & GLOBAL OUTREACH
Mark 16:15, Acts 1:8, Matthew 28:19-20

PERSISTENT PRAYER
1 Thess. 5:17, Colossians 4:2-4, 12

WHAT WE BELIEVE

THE BIBLE

We believe the inspired, original writings of the sixty-six (66) books of the Bible to be the complete revelation of God's will for man, the supreme and final authority in the matters of faith and practice.

II TIMOTHY 3:16-17 | II PETER 1:20-21 | JUDE 3

THE GODHEAD

We believe in one God, eternally existing in three distinct and divine Persons – Father, Son and Holy Spirit.

DEUTERONOMY 6:4 | II CORINTHIANS 13:14 | MATTHEW 28:18-19

THE PERSON AND WORK OF JESUS CHRIST

We believe that Jesus Christ is the Son of God, who became man without ceasing to be God in order to accomplish our complete redemption through His death on the cross and resurrection from the dead. He is now ascended into heaven and fulfills the ministry of Representor, Intercessor and Advocate on our behalf.

JOHN 1:1-2, 14,18 | ROMANS 3:24-25; 5:8-10 | ACTS 1:9-11 | ROMANS 8:34 | I TIMOTHY 2:5 | HEBREWS 1:3; 6:9, 20;

THE HOLY SPIRIT

We believe that the Holy Spirit is equally God; a Divine Person and the Supernatural Agent in the regeneration, sanctification, baptizing and indwelling of believers, and bestows spiritual gift(s) on each person when they place their faith in Christ.

ACTS 5:3-4 | I CORINTHIANS 6:11; 12:12-14 | EPHESIANS 1:13-14 | ROMANS 8:9 | I CORINTHIANS 3:16; 6:19

THE TOTAL DEPRAVITY OF MAN

We believe that man was created in the image of God but through the sin of Adam became alienated from God and inherited a sin nature and is utterly helpless to remedy his lost condition apart from the grace of God.

GENESIS 1:25-27 | ROMANS 3:22-23; 5:12 | EPHESIANS 2:1-3, 12

SALVATION

We believe that salvation is completely of God, a gift given and received only by grace through faith in the complete work of the Lord Jesus Christ.

JOHN 3:18 | GALATIANS 2:16 | EPHESIANS 1:7; 2:8-9 | PHILIPPIANS 3:4-9 | TITUS 3:5 | I PETER 1:18-19

BAPTISM

We believe that baptism by immersion is a public declaration of faith and new life through Christ in obedience to God.

MATTHEW 28:19-20 | ACTS 2:41 | ROMANS 6:3-4

CHURCH OVERVIEW

Location: Owen Sound, Ontario

Size: 500+ on Sunday including children

Makeup: Intergenerational, Joyful, Expectant

Current Staff: Pastor Tim Chambers

Pastor Chad Gordon

Rebekah Biggar - Administrator

Facility: Main auditorium seating capacity of 300 with classrooms and offices.

Oversight: Deacons board of 6

Financial: Annual budget of $570K













OUR CITY – OWEN SOUND, ONTARIO

Owen Sound is a beautiful lakefront city located on the southern shore of Georgian Bay. It lies at the foot of the Bruce Peninsula, famous for its exceptional geography.

Our scenic city features an expansive harbour and bay, winding rivers, tree-lined streets, extensive parks and trails and a thriving, historic downtown.

As the largest urban community in Grey county, it holds the seat of government in Grey, supporting regional, provincial and federal government offices, a regional hospital and a campus of Georgian College.

Key natural attractions include Inglis Falls, Harrison Park, Kelso Beach Park and several conservation areas. The Bruce Trail forms a ribbon around the city along the escarpment, connecting waterfalls and revealing a wide array of flora and fauna, including rare ferns.

It is home to numerous festivals and events, such as the Summerfolk Music & Crafts Festival, the Salmon Spectacular fishing derby, the Concours d'Elegance auto show and the Festival of Northern Lights.

OUR NEW PASTOR OF CARE AND CONNECTIONS

Our new Pastor of Care and Connections will provide spiritual leadership and strategic oversight for the church's Care and Connections ministries, and help our people build relationships and find their ministry role at Southend. This role ensures the church is connecting well with new and existing church family members and that we are effective and engaged in compassionate care.

You will help cultivate a church culture that guides the people of Southend as they grow spiritually and relationally. You will also come alongside people at key moments in their life's journey.

You will take lead on finding life groups for newcomers, coordinating training for life group leaders, and encouraging the growth and reproduction of the discipleship modelled for us by Jesus.















CORE RESPONSIBILITIES OF THE ROLE

CONGREGATIONAL CARE

You will...

- Participate in congregational care.
- Strengthen and enhance an effective and growing Life Group ministry including equipping our leaders.
- Bring effective and timely care during significant life events in our church family.
- Develop and support staff and ministry leaders and volunteers as they bring care to our congregation.
- Facilitate greater connectedness amongst our church family.
- Teach classes and develop other teachers for various ministry areas such as membership and baptism classes.

CONNECTIONS MINISTRY

- Assist in developing pathways for our congregation that lead to increasing spiritual maturity through connectedness, life groups, mentoring, teaching, serving, etc.
- Encourage individuals to take ownership of ministry and leadership opportunities at South End.
- Resource those serving so they feel equipped, encouraged and informed.
- Clearly convey to our church what spiritual growth genuinely looks like.
- Focus on building up leaders both informally and through personal interactions, regularly scheduled leader meetings and training opportunities.
- Influence Christ-like character and conviction in the leaders themselves.
- Create a serving pipeline to ensure that new volunteers are constantly being recruited, trained and retained.
- Stay connected to the broader church body to have a knowledge base of those who are not involved in deliberate spiritual growth and regular community or may need care.
- Participate in our weekly worship services.

WHAT YOU WILL BRING TO SOUTH END CHURCH.

- A deep prayer life and a shepherd's heart evidenced in your posture of serving.
- Spiritual maturity, emotional health, and theological depth.
- A trusted, discerning, and calm demeanor in moments of crisis or complexity.
- A passion for discipleship.
- A pastoral presence and a collaborative leadership style.

WHAT YOU CAN EXPECT FROM SOUTH END

- To be part of a healthy and collaborative staff team including regular communication with our other Pastors and leadership for encouragement and support.
- To have the opportunity to grow your ministry capacity within the church based on your gifting and passion.
- A healthy leadership culture.
- To be a "voice at the table" as we move together into God's next chapter for our church.

QUALIFICATIONS

- Demonstration of a consistent Christian lifestyle that is current and vibrant.
- A meeting of Elder qualifications as laid out in 1 Timothy 3:1-7 and Titus 1:6-9.
- Full alignment with the Vision, Mision and 5 Pillars of South End.
- Full agreement with our full Statement of Faith found here: *https://adamsandco.org/ministry-opportunities/*
- Demonstration of servant-leadership with gifts of leadership, shepherding and creativity.
- Experience in leading teams.
- Willingness to complete a Predictive Index and Candidate Profile.

EDUCATION AND EXPERIENCE

- Degree, Certificate or Diploma in a relevant field preferred.
- Demonstrated leadership in pastoral care, prayer ministry, outreach, or missions.
- Strong communication and relational skills.
- Experience in a church similar in ministry culture to South End.

EXPECTATIONS AND OUTCOMES

- Increasing level of congregational care and connectedness.
- An ever-increasing dependence on the favour and power of the Lord.

SEARCH DETAILS

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 of 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.

Adams and Co. have been engaged to serve South End Fellowship Baptist Church in the search for their new Pastor of Care and Connections.



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 **November 30,2026** unless the position is filled sooner which will be indicated on *adamsandco.org*.