

Lead Pastor: Westfort Baptist Church

Job Description

Title: Lead Pastor

Status: Full Time

Reports to: Council of Elders

Purpose: To be the primary Pastor and Leader (Vocational Elder) of Westfort Baptist Church

Salary and Benefits: Commensurate with experience and education and guided by the FEB Central Lead Pastor and Associate Staff Salary Guide

Responsibilities

- **Oversee Weekly Worship Services**
 - Oversee and organize services
 - Prepare and preach expository sermons
 - Lead communion and conduct baptisms
- **Congregational Care**
 - Lead and develop congregational care ministry
 - Connect via visits, phone, email to pray for and encourage members
 - Perform and attend weddings and funerals as requested
- **Discipleship**
 - Oversee discipleship ministries such as small groups, youth group, etc.
 - Mentor individuals and engage in one-to-one discipleship
- **Leadership Development**
 - Provide oversight and leadership for church ministries, operations, staff, and ministry leaders
 - Pray and plan for the church's vision, mission, goals, and strategies
 - Provide ongoing leadership development for staff and ministry leaders
- **Oversee Outreach**
 - Initiate and equip members for outreach ministries

Qualifications & Skills

- Believes in Jesus Christ as personal Lord and Saviour
- Nurtures spiritual maturity through prayer and study of the Word
- Possesses and cultivates the character found in 1 Timothy 3:1-7
- Leads and motivates church members to mature in Christ
- Is a skilled Biblical Preacher and teacher who can communicate to large and small groups
- Has the pastoral gift for shepherding, discipling, encouraging, and caring for the local church
- Commits to praying for church members and leading them in prayer
- Is able to strengthen, equip, and communicate with ministry leaders and teams

- Has a history of healthy, Godly leadership in previous assignments
- Agrees with Westfort Baptist Church's Statement of Faith without reservation, abides by its Constitution, and meets the requirements for membership

Education, Experience, & Requirements

- Pastoral ministry experience of at least 5 years preferred
- Theological Degree at a Masters level (M. Th., M. Div) preferred
- Recent Vulnerable Sector Check
- Complete an APEST Assessment
 - <https://5qcentral.com/product/apest-vocational-assessment/>
- Canadian citizen or legally eligible to work in Canada

How to Apply

Please visit the FEBCentral website to create a Pastoral Candidate Profile, and email it along with your cover letter, resume, and APEST Assessment to: searchcom@westfortbaptist.org

<https://www.febcentral.ca/TheCandidateProfileSystem>

Church and Community Profile

Church

Westfort Baptist Church was established in 1910 in the Westfort neighbourhood of Thunder Bay. Our church family consists of 46 members with approximately 80 people regularly attending our morning service as well as others who join in online.

Core Values

- Biblical Preaching: Whether topical or expository, preaching must be biblically based
- Children's & Youth Ministry: To see ministry thrive on Sunday morning and throughout the week
- Group Discipleship: To grow into a mature faith and form connections
- Worship: All of Sunday morning is worship; preaching, prayer, giving, and singing
- Relationships: Our desire is for increased close relationships within our church
- Prayer: On Sunday morning, in small groups, or individually, prayer affirms our reliance and trust in God for all things

Community

Westfort Baptist Church is located in the Westfort neighbourhood of Thunder Bay, a predominantly residential area not far from Arthur Street, a main business thoroughfare. Thunder Bay is the largest community on Lake Superior with a census metropolitan area population of 123,258 people (2021 census). Thunder Bay is situated nearly in the middle of Canada.

Thunder Bay experiences very diverse weather, enjoying each of the four seasons in all their richness. It is the sunniest city in Eastern Canada with an average of 2100 hours of bright sunshine each year. Summers are quite comfortable with low humidity and cooler nights. Daylight in June, July, and August lasts as long as 16 hours and temperatures range from the mid to high 20s. Fall is a beautiful time of the year, as the forests become coloured with red, gold, orange, and rust. Thunder Bay experiences winter weather typical to that of the rest of Northwestern Ontario and other northern regions; shorter days and cold temperatures with a lot of sunshine.

The city is promoted as an outdoor adventure community, capitalizing on its location on the shore of Lake Superior, one of the world's largest freshwater lakes, and on the edge of one of the largest boreal forests in the world. We are very close to some of Canada's best known provincial and national parks including Sleeping Giant Provincial Park (whose silhouetted landform looks like a sleeping giant), Kakabeka Falls, Quetico, and a number of smaller lakes and recreation areas. Residents enjoy leisure experiences that include paddle sports, cycling, camping, hiking, power sports, winter sports, fishing, skiing, hunting, and attending Stylelocal sports events and festivals.

Plenty of opportunities to experience culture, arts, and entertainment exist via the Thunder Bay Historical Museum, Northwestern Ontario Sports Hall of Fame, Thunder Bay Art Gallery,

Definitely Superior, Anishinaabe Art Galleries, Magnus Theatre, the Thunder Bay Community Auditorium, a fully professional Symphony Orchestra, and Fort William Historical Park, the world's largest reconstructed fur trade post.

Health Care

Our 375-bed world-class acute care hospital facility, the Thunder Bay Regional Health Sciences Centre (TBRHSC), serves the people of Thunder Bay and Northwestern Ontario. The region (greater Thunder Bay area) has a population of over 250,000 residents scattered over a geographical area the size of France. As a teaching hospital, the TBRHSC is proudly affiliated with Lakehead University and Confederation College and is a host training facility for students from medical schools, such as the Northern Ontario School of Medicine.

Education

Thunder Bay has excellent primary and secondary educational opportunities with over 60 schools that include French Immersion programs, comprehensive special education services, an International Baccalaureate Program, and an Outdoor Education Centre. The City is also served by the private Thunder Bay Christian School and a French school governed by its own board. There is also a large and very connected homeschool network in the city.

Post-secondary institutions include Lakehead University, Confederation College, the Bora Laskin School of Law, and the Northern Ontario School of Medicine.

Tourism

For more information on Thunder Bay, please visit:

<https://www.visitthunderbay.com/en/index.aspx>