



JOB DESCRIPTION

Position Title: Lead Pastor

Location: Richmond BC

Richmond Baptist Church is a vibrant and diverse church with a heart that beats to glorify God. [Our mission, vision and values](#) reflect our spirit.

MISSION: To produce followers of Jesus who are maturing in their love for God and people, demonstrating that love by serving the community locally and globally.

VISION: Every Individual In Community Glorifying God

CORE VALUES: Worship, Development, Compassion, Relationships, and Multi-Ethnic

Since 1956, we have existed to know Christ, live His Love and make Him known. Our current membership is 129, and our average weekly attendance is currently 240 people.

We are affiliated with [Fellowship Pacific](#) and the [Fellowship of Evangelical Baptist Churches of Canada](#).

Position Summary:

The Lead Pastor will provide leadership and maintain the spiritual welfare of the congregation.

The Lead Pastor shall preach the word of God, have charge of all services of public worship, attend to the pastoral duties outlined below, and adhere to the Guiding Principles established by the Board.

The Lead Pastor's position has four primary areas of responsibility:

1. Preaching and teaching.
2. Evangelism, outreach, and discipleship.
3. Leadership development.
4. Vision and strategic planning.

Qualifications and Expectations:

- Model a personal Christian lifestyle that demonstrates the gifts of spiritual commitment based on the Bible and empowered by the Holy Spirit.
- Must agree to and uphold the [Statement of Faith of the Fellowship Pacific](#)

- Must be ordained or prepared to be ordained in the Fellowship of Evangelical Baptist Churches in Canada.
- Minimum of a Bachelor of Theology or equivalent, and preferably a Master's degree.
- Pastoral Experience and/or Ministry Positions: 10 years preferred, with at least 5 years of experience in one congregation preferred.
- Demonstrated gifts and proven experiences of leadership, preaching, teaching, and administration.
- Demonstrated experience serving and leading within culturally diverse and multiethnic church communities, with the ability to build meaningful relationships across different backgrounds.

Accountable to:

- God, through prayer and led by the Holy Spirit, looking to Jesus Christ as Head of the Church.
- The Richmond Baptist Board.

Duties and Responsibilities:

- Preach Biblical-centred sermons that are relevant, inspiring, and will enhance the spiritual growth of the church.
- Provide oversight of all church staff and ministries.
- Ensure the ordinances of the Church (Baptism and Communion) are performed.
- Lead Sunday services and work closely with the designated Worship/Music Pastor or Team.
- Plan and provide oversight to the content and flow of the worship service. Set up the speaking schedule.
- Proactively give spiritual oversight in the Church by working with leadership to develop and achieve the mission and vision of the Church within the context of our core values.
- Develop and implement strategies to achieve goals through analysis of problems, opportunities, impediments, and resources.
- Assign specific duties and responsibilities to staff members and conduct weekly staff meetings to keep abreast of what is happening and to offer suggestions for an improved ministry.
- Promote unity within our ethnically diverse congregation.
- Be available for counselling and/or other pastoral care concerns of members of the congregation and the community.
- Participate in community events to lend the influence of the church to the entire community.

- Ensure that membership classes are provided for those interested in joining Richmond Baptist.
- Be willing to develop an environment in which open and honest communication, as well as accessibility, is valued and honoured.
- Guide the church members to Biblical giving through stewardship development.
- Meet regularly with the Richmond Baptist Board.

Compensation:

This is a full-time salaried position with benefits. Salary range is \$90,000.00 to \$105,000.00 based on relevant education and experience.

Contact Information:

Interested applicants, please email a cover letter and resume to the Richmond Baptist search committee at pastoralsearch@richmondbaptist.com

(Confidentiality will be ensured.)