

Carmel Logos Baptist Church Senior Pastor Job Description

Position Overview:

Carmel Logos Baptist Church (CLBC), an independent Baptist church located in Toronto, is seeking a full-time Senior Pastor. As a church, we have been earnestly praying for the Lord to send us a shepherd who will provide spiritual and pastoral leadership for our congregation. We desire that he will preach and teach the Word of God. In collaboration with pastoral staff, church council members and deacons, he will lead the church to seek God's will and follow God's guidance in building a vibrant faith community that fulfills the purpose and mission of the local church, to the glory of God.

Responsibilities:

- **Ministering God's Word:** out of the overflow of personal study and communion with the Lord, our pastor will lovingly communicate biblical truth, for the purpose of building up the body of Christ through:
 - Preaching: primary preacher with a consistent pulpit presence in gathered services and church ordinances
 - Teaching: regularly teaching Sunday School classes, fellowship groups
- **Shepherding:**
 - Oversees the spiritual care and Biblical instruction of the church "to equip the saints for the work of the ministry" (Eph. 4:12)
 - Along with church leadership, shepherds the congregation through personal contact, visitation, and counseling
- **Leading:**
 - Humbly models a loving relationship with God and people
 - Serves as the spiritual leader and works with church leaders to provide direction and vision to faithfully carry out the church's mission to the glory of God
- **Discipling/Mentoring:**
 - Mentors and supports church leadership and ministry teams
 - Identifies and mentors faithful disciples (2 Tim. 2:2)

Qualifications:

- **Character:** exemplifies godly character (1 Timothy 3:1-7; Titus 1:6-9 and 1 Peter 5:1-3) and demonstrates a growing relationship with Jesus Christ, walking humbly with God
- **Calling:** a man forgiven by the grace of God, called by God to shepherd His flock, and embodying the truth and love of Jesus Christ our Lord; compassionate in recognizing and meeting the needs of fellow saints, helping equip them to become fully mature believers; exhibiting compassion for the lost and a passion in reaching nonbelievers with the gospel
- **Faith**
 - Fully endorses CLBC's Statement of Faith and Positional Statements
 - Agrees to operate within the guidelines of CLBC's Constitution and Bylaws

- Skills/Abilities:
 - Strong preaching and teaching abilities, communicating with clarity and conviction
 - With faith in the Lord's guidance, providential timing, and provision of resources, collaboratively leads in carrying out God's purpose for our church
 - Able to work for consensus in decision making
 - Fluent in Cantonese or English required; bilingual ability desired
- Education: seminary training, Master of Divinity degree preferred
- Experience: prefer 10 years or more experience as an associate or senior pastor

Compensation Package:

- Starting annual salary: \$74,000 (includes Housing Allowance)
- RRSP: Group Retirement Plan with employer matching up to 5% contribution
- Drug and Health Plan: Drug, dental, vision, and extended health care included
- Three weeks paid vacation, one-week paid study leave (see also Employment Standard Act)
- Relocation expenses (conditions apply)

Application Process:

Upon receipt of notice of interest in the position, CLBC will send an initial packet consisting of:

- Church Constitution
- Church Information Packet
- Philosophy of Ministry
- Preliminary Questionnaire

The potential applicant, after prayerfully reviewing the documents, is requested to complete and submit the Preliminary Questionnaire, affirming substantial agreement with CLBC's doctrines, purposes and constitution, as well as his CV. Upon favorable review of the Search Team, an application form will then be sent to begin the application process, which will include contacting references.

The above outlines the senior pastor's position and is not an exhaustive list of duties and responsibilities. We expect this job ultimately will be crafted to fit the gifts and abilities of the individual pastor whom God brings to Carmel Logos Baptist Church, although it is understood certain job responsibilities such as regular preaching and teaching are indispensable.