



MINISTRY OPPORTUNITY PROFILE

Lead Pastor



KINGSTON, ONTARIO

A KINGDOM OPPORTUNITY

Bay Park Baptist Church in Kingston, Ontario is a healthy and growing church with a heart to TO BE A CATALYST FOR LIFE-CHANGE in Kingston and beyond.

We are a multi-generational church of approximately 500 people.

We have a deep desire to reach more young families and the next generation in our community.

Paul Gazdik, our current Lead Pastor, is leaving us after having served well and through significant growth, and the church is expectant and hopeful for its next kingdom chapter.



THIS IS BAY PARK

OUR VISION

God placed Bay Park at its current location for great Kingdom purposes. As a church, we not only gather together for worship, but for witness. Our desire is to positively impact lives forever in our church community and the neighbourhood around us. We want to love boldly and deeply; to connect with our neighbours at their point of need, and in doing

so, to point them to the love of Christ. We also recognize that the amazing people who make up Bay Park are from all over Kingston and beyond. As we work together to reach our church community, our goal is to equip and encourage one another for greater impact in our communities, the ones where we each live, work and play.



OUR COMMUNITY

Kingston is a city, on the northeastern end of Lake Ontario. It is at the beginning of the St. Lawrence River and at the mouth of the Cataraqui River.

Kingston was the first capital of the united Canadas, and it served in that role from 1841 to 1844. The first meeting of the Parliament of the Province of Canada on June 13, 1841 was here. We have a population of 135,000 and our nickname is the "Limestone City" because of our many limestone heritage buildings. We are home to Queen's University and Canadian Forces Base Kingston, our two largest employers.

Home to Ontario's oldest public market and a vibrant live music scene, Kingston is a walkable city, where hidden alleyways contain antique markets and restaurant patios. There is so much to do and many places to visit in Kingston. From walks and tours to boating and diving to hiking and sightseeing. Kingston has something for everyone. With dozens of museums and historic sites, and dozens more unique shopping and dining experiences, Kingston is a great base for exploring the Thousand Islands and the St. Lawrence River and its national park.

WHAT WE BELIEVE

We are part of The Fellowship, a denomination of over 500 Evangelical Baptist Churches across Canada. Together, the beliefs that unite us in ministry are:

THE BIBLE

We believe the Bible to be the complete Word of God; that the sixty-six books, as originally written, comprising the Old and New Testaments were verbally inspired by the Spirit of God and were entirely free from error; that the Bible is the final authority in all matters of faith and practice and the true basis of Christian union.

GOD

We believe in one God, Creator of all, holy, sovereign, eternal, existing in three equal Persons, the Father, the Son and the Holy Spirit.

JESUS CHRIST

We believe in the absolute and essential deity of Jesus Christ, in His eternal existence with the Father in pre-incarnate glory, in His virgin birth, sinless life, substitutionary death, bodily resurrection, triumphant ascension, mediatorial ministry, and personal return.

THE HOLY SPIRIT

We believe in the absolute and essential deity and personality of the Holy Spirit Who convicts of sin, of righteousness and of judgment, Who regenerates, sanctifies, illuminates, and comforts those who believe in Jesus Christ.

SATAN

We believe that Satan exists as an evil personality, the originator of sin, the archenemy of God and man.

MAN

We believe that man was divinely created in the image of God; that he sinned, becoming guilty before God, resulting in total depravity, thereby incurring physical and spiritual death.

SALVATION

We believe that salvation is by the sovereign, electing grace of God; that by the appointment of the Father, Christ voluntarily suffered a vicarious, expiatory and propitiatory death; that justification is by faith alone in the all-sufficient sacrifice and resurrection of the Lord Jesus Christ and that those whom God has effectually called shall be divinely preserved and finally perfected in the image of the Lord.

FUTURE THINGS

We believe in the personal, bodily, and glorious return of the Lord Jesus Christ; in the bodily resurrection of the just and the unjust; in the eternal blessedness of the redeemed, and in the judgment and conscious, eternal punishment of the wicked.

THE LOCAL CHURCH

We believe that a church is a company of immersed believers, called out from the world, separated unto the Lord Jesus, voluntarily associated for the ministry of the Word, the mutual edification of its members, the propagation of the faith and the observance of the ordinances. We believe it is a sovereign, independent body, exercising its own divinely awarded gifts, precepts, and privileges under the Lordship of Christ, the Great Head of the church. We believe that its officers are pastors and deacons.

ORDINANCES

We believe that there are only two ordinances for the church regularly observed in the New Testament in the following order: – Baptism, which is the immersion of the believer in water, whereby he obeys Christ’s command and sets forth his identification with Christ in His death, burial, and resurrection. – The Lord’s Supper, which is the memorial wherein the believer partakes of the two elements, bread and wine, which symbolize the Lord’s body and shed blood, proclaiming His death until He comes.

THE CHURCH AND STATE

We believe in the entire separation of church and state.

RELIGIOUS LIBERTY

We believe in religious liberty; that every man has the right to practise and propagate his beliefs.

THE LORD’S DAY

We believe that the first day of the week is the Lord’s day and that, in a special sense, it is the divinely appointed day for worship and spiritual exercise.



CIVIL GOVERNMENT

We believe that civil government is of divine appointment for the interest and good order of society; that magistrates are to be prayed for, conscientiously honoured and obeyed, except only in the things opposed to the will of our Lord Jesus Christ, Who is the only Lord of the conscience and Prince of the kings of the earth.

OUR DISTINCTIVES

We hold a high view of Scripture.

We value deep community, cohesion, and unity.

We are committed to reaching the next generation.

We are committed to ever increasing levels of discipleship.

We desire to be a church with global impact.

We desire a greater Kingdom impact in our community.



DOES THIS SOUND LIKE YOU?

YOUR LEADERSHIP IS CHRIST-CENTERED

Your leadership approach flows out of an ever growing and deepening relationship with Christ and that is readily evident to those around you. Your faith journey has demonstrated ongoing kingdom fruit.

YOU ARE AN INSPIRING AND RELEVANT BIBLE PREACHER AND TEACHER

You desire for the Word of God to be proclaimed with power and strong application. You are uncompromisingly committed to the veracity and efficacy of Scripture. You communicate in creative ways while maintaining the centrality of the biblical text for faith and practice.

YOU POSSESS THE HEART OF A SHEPHERD.

You will encourage our staff and congregation through the different ages and stages of life. Further, you have the capacity to lovingly and wisely lead our growing staff team.

YOU ARE HUMBLE AND APPROACHABLE.

You want to pastor as well as preach and desire to be a shepherd who lives amongst the sheep that God has given you to care for. You demonstrate empathy and a listening ear to those you serve. Words to describe you would be caring, engaging and people-oriented.



CORE RESPONSIBILITIES

The Lead Pastor of Bay Park serves with the Elders in leading the church forward in visioning the future. He will oversee the community life and direction of our church. He will develop and give leadership to a strong and aligned staff team. He is the preaching and teaching voice for the church.

Areas of oversight include...

VISION AND STRATEGIC PLANNING

- 1) You will, with the Elders, discern a fresh vision to fulfill the mission of Bay Park.
- 2) You will communicate to the congregation and encourage their commitment to a vibrant and fruitful future.
- 3) You will encourage and enlist individuals to use their gifts and passions to see the future vision realized.

PREACHING AND TEACHING MINISTRY

- 1) You are the primary preaching voice with the expectation of approximately 40 Sundays a year.
- 2) You hold a high view of scripture and exhort the congregation to get into the Word and have the Word get into them.
- 3) You work with the staff team in developing alignment in all teaching ministries to our Statement of Faith and discern the spiritual needs and areas that need to be addressed through the teaching ministry of our church.
- 4) You will oversee the preaching calendar and any special emphasis that we focus on each year.

PRAYER

- 1) You will demonstrate a life of prayer for the congregation and oversees the provision of opportunities and tools to develop the prayer ministry of Bay Park corporately and individually.

WORSHIP

- 1) You will serve alongside the Worship ministry to oversee and plan all Sunday morning services and all elements contained therein.

EVANGELISM AND OUTREACH

- 1) You will give oversight to the evangelism and outreach ministries of Bay Park.
- 2) You will champion our global missions ministry and encourage our people to increasing involvement in reaching the world for Christ.

CONGREGATIONAL CARE

- 1) You will ensure a robust and consistent culture of pastoral care. He will train and encourage pastoral care through our staff and others.
- 2) You will oversee congregational care at significant life moments such as marriages, baptisms, baby dedications, funerals and hospitalization.
- 3) You will ensure there is a system of adequate pastoral counselling for those needing ongoing and more intentional care.
- 4) You will regularly encourage ministry team leaders regularly and makes known ministry happenings to the broader congregation.

EXPECTATIONS AND OUTCOMES

- You will be a strong communicator of the Word of God that exhorts and encourages our people and attracts others.
- You will move us forward in greater Kingdom impact through planning and implementation of a compelling vision.
- You will have an active involvement in our church life.
- You will build a strong and cohesive staff ministry team.
- You will have a deep sense that both Bay Park and Kingston are home.



QUALIFICATIONS

- 1) An ever-deepening love for the Lord Jesus and His church.
- 2) Formal theological training preferred.
- 3) You have an understanding of the Canadian church.
- 4) Prefer 5 years of pastoral experience in a church of comparable size.
- 5) Ordained in the FEBC or are willing to pursue.
- 6) A motivating and inspiring staff and volunteer team builder.
- 7) A Spirit led and prayer centered ministry posture.
- 8) A willingness to complete a Predictive Index and APEST Profile.



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.

Steve has been engaged to serve alongside the Pastoral Search team at Bay Park Baptist Church.

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 **April 11, 2025**.

ADAMS
&CO CONNECTING
COACHING
CONSULTING



Steve Adams