OPPORTUNITY PROFILE

SENIOR PASTOR

STONERIDGE FELLOWSHIP BAPTIST CHURCH
ABOUT US

StoneRidge Fellowship Church is an evangelical Baptist church that places a strong value on biblical teaching and holds God’s Word as the highest and best authority for people’s lives. As a thriving community of believers, we highly value relationship with each other and our community.

We are a multi-generational church with an average Sunday morning attendance of 300 - 400 and are well positioned for continued growth in the coming years.

We are seeking a highly relational and collaborative Senior Pastor who is an effective communicator of Biblical truth in a culturally relevant manner that will inspire transformational change. He will have a shepherd’s heart for the church and a passion for what makes StoneRidge and our surrounding community unique.

He will develop the leadership potential of our staff, as well as our lay leaders. Working closely with the Board of Deacons and with engagement of the congregation, he will collaboratively cast vision.

EXECUTIVE SUMMARY
OUR BEGINNINGS

Since 1976, StoneRidge has been a Fellowship Baptist Church with a strong evangelical focus. We are characterized as a gospel centered church filled with welcoming, authentic believers growing in their walk with Christ who have a passion to reach the lost. As a result, people have come to Christ, leaders have emerged, and the church has been blessed, expanding its facilities and ministries.

RECENTLY

Over the past 10 years, our church experienced many transitions and significant changes which have been unsettling. At the same time, there remains a core of servant hearted people and many wonderful new people have joined our congregation. This provides confidence as we trust that God still has great plans for StoneRidge.
MOVING FORWARD

We understand the need for improved church health and trust that as we seek the Lord’s leading and follow His will, He will grow and bless us. We look forward to having a visionary and collaborative senior pastor and we will continue to strategically plan for our future. To assist with this, we must learn from the past, be true to who we are today, and set direction for the future.

Stone Ridge Essentials:

- We must remain rooted in prayer and dependent upon God with strong biblical teaching.
- We must maintain a strong evangelistic focus, influencing our vision, mission and purpose. The desire to see others saved through Jesus Christ is a priority.
- We are a multigenerational Fellowship Baptist Church desiring to be accepting of diversity. We maintain a conservative theology, appreciate diversity in expression of worship, and are understanding of differing views on non-essential doctrines.
- Children and youth need to be prioritized as members of our church. The overall health and growth of our church will reflect that of our youth.

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• We seek balance in our approach:
  • Programs and events are created to be exciting, vibrant and engaging; balanced with intentional Bible teaching and a focus on the gospel.
  • We recognize the importance of gathering together on Sunday mornings. Sunday services are a focal point of our week; engaging both regular attenders and visitors in worship and bible-based preaching.
  • Worship style needs to be modern and culturally relevant, as well as respectful of our multi-generational congregation.
  • Preaching must encourage and inspire Christians to a deeper understanding of the scriptures and life change, as well as present the gospel in an engaging way to unbelievers.
  • Excellence of production is appreciated, yet opportunities for people to serve must be prioritized over perfection.
• We are a FAMILY. Small group involvement and serving together is strongly encouraged so that a warm sense of fellowship and care can be experienced by all. We must model authentic Christian love for each other and those around us. We are thankful for the abundance of servant hearted people and we must continue to seek opportunities for everyone to serve in the way they are gifted.
• We believe God will bless and grow SRF and continue to use us as a strong influence for Him. We maintain an outreach emphasis and desire to leverage and share the resources He gives us within our community and world to have great impact for the gospel.
STRATEGIC LOCATION

SRF is located near the center of the Halifax Regional Municipality. We re-located to the current site in 2009 between the neighboring towns of Bedford and Sackville, 15 minutes from the cities of Halifax and Dartmouth and 20 minutes from the rapidly growing communities of Enfield, Elmsdale and Lantz.

“The facilities and location were chosen to provide a quality place of worship, fellowship and service for the people of God. More importantly, however, the vision was to be strategically placed in order to impact and serve the whole Regional Municipality of Halifax with the gospel of Jesus Christ.” - Rev. Dr. Les Somers (former Senior Pastor).

The current facilities consist of Phase 1: auditorium, offices for a large staff, the children and youth wing and parking for 500. Phase 2 will include a 1500 seat auditorium and a gymnasium. SRF also owns 39 acres of adjoining wood land that can be sold in the near future for approximately 1.5 to 2 million dollars. The Lord has positioned us for tremendous growth.
GOVERNANCE FOR A GROWING CHURCH

SRF governance was modified about 13 years ago to adapt to the needs of a growing church, empowering the Senior Pastor to have significant authority in the decision making and operations of our church. This allows the pastoral team to be responsible for the ministries and ensures that our mission and vision are carried out day to day, which often requires timely decisions. The Senior Pastor is empowered by the membership through the Board of Deacons and accountability is expected to flow back through the board to the membership. The model has incorporated many principles promoted by Les Stahlke in his book “Governance Matters: Relationship Model of Governance, Leadership and Management.”

COMMUNITY

Lower Sackville is a suburban community of 22,000 centrally located in the Halifax Regional Municipality (HRM), with a population of over 400,000. The regional municipality includes Halifax, Dartmouth, Bedford, and the many suburban communities throughout Halifax County.

HRM is known for its strong government and military community, post-secondary institutions, financial services industry, and oceanography, health and high tech sectors. In the more rural areas, agriculture and forestry are major resources.

Almost completely surrounded by ocean, Nova Scotia is famous for warm Maritime hospitality, beautiful beaches and seacoast, rich history and engaging culture. Affordable housing makes Halifax a highly desirable place to live, both for young families and those entering a more experienced season of life.
POSITION SUMMARY

The Senior Pastor shall provide general spiritual oversight, comprehensive leadership of pastoral care of the congregation, and overall guidance of church ministries, staff and lay leadership of StoneRidge Fellowship Baptist Church.

KEY RESPONSIBILITIES

Spiritual Oversight:

- Set the spiritual tone through his personal relationship with Jesus Christ.
- Preach and teach the Word of God in a sensitive and relevant manner with the study and preparation necessary to cultivate effective evangelism and discipleship.
- Direct and watch over the various collective ministries and maintain biblical and doctrinal integrity of the church.

Pastoral Care:

- Pray regularly for the church family, staff and leadership and all areas of ministry.
- Provide spiritual guidance, instruction and counsel as needed in a caring and compassionate manner.
- Ensure that pastoral care is provided in an effective and timely manner, grounded in truth and grace.
OVERALL GUIDANCE

• Collaboratively initiate and develop vision for the overall direction of the church and communicate the vision with the objective of motivating the church family to commit to the vision.

• Work with the Board in the overall leadership of the church. Provide executive leadership including financial oversight for the church staff, and offer support, counsel and encouragement to lay ministry leaders.

• Oversee the training and development of all church individuals in their areas of discipleship, evangelism, teaching, leadership and service.

COMPETENCIES REQUIRED

• Demonstrate a clear commitment and personal loyalty to Jesus Christ.

• Exhibit consistent spiritual and moral character and lifestyle, and the biblical leadership qualifications described in I Timothy 3:1-7 and Titus 1:5-9.

• Agree with the Statement of Faith, By-Laws and Position Statements of StoneRidge Fellowship Baptist Church.

• Established track record of strong biblical preaching with a mature understanding of the scriptures.

• Demonstrated success leading multiple staff within a growing multi-generational church and a history of faithful ministry experience including successful leader of multiple staff within a growing church.

• Possess organizational and administrative abilities.

• Capable of effective delegation, leadership development and interpersonal relationships.

• Ordained or eligible to be ordained within The Fellowship of Evangelical Baptist Churches in Canada.

• While a Masters of Divinity degree is preferred, consideration will be given to candidates with a minimum of a diploma/degree in Biblical Studies (or equivalent). The successful candidate must demonstrate a commitment to lifelong learning together with personal and professional development.
SEARCH PROCESS

NELSON/KRAFT & ASSOCIATES INC.

OUR SEARCH TEAM

MARK KRAFT

Leading the Search

Mark is a certified executive coach and Birkman Method consultant. With a background in pastoral ministry, strong leadership development skills, and a passion for helping not-for-profit organizations succeed, Mark has become highly sought after for his expertise in recruiting, networking, crisis management, team building, and best practices for board governance.

LARRY NELSON

Supporting the Search

Larry is a chartered professional accountant and former CEO of the Baptist Housing Society in BC. He has served on many charity boards nationally and provincially including the board of the Canadian Council of Christian Charities. He has placed over 80 senior executives and worked with more than 50 not-for-profit organizations across Canada. He is passionate about lending his professional expertise to not-for-profit organizations.

ESTIMATED SEARCH TIMELINE

While every search is dynamic and time frames are hard to predict, the following is an overview of the expected timeline for this search:

Application deadline: November 30 2020
Finalist Candidate Start Date: TBD
Location: Lower Sackville, NS

HOW TO APPLY

Forward your resume and cover letter to Mark Kraft at info@nelsonandkraft.com

Nelson/Kraft & Associates Inc. welcomes and encourages applications from people with disabilities. Accommodations are available on request for candidates taking part in all aspects of the selection process.

FOR MORE INFORMATION, PLEASE CONTACT:

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