Letter of Invitation

We are a small church looking for a visionary leader committed to equipping and building up every person to maturity in Christ, enabling the church to disciple nations.
The Church on Oxford Hill is a welcoming and caring body of believers. Many who come through our doors comment that it feels like home.
We are a group of people who love to worship and to see God glorified in all that we do.
Our church is generous and responds to the needs of others with joy.
We have a sprinkling of all ages, backgrounds, talents and gifts which only add to the beauty of our body. We have weathered some storms through the years, yet challenges have only brought greater strength to the body, along with growth in our faith and trust to see God's hand at work.

Mission Statement:

We are a family of believers on mission together to fulfill the Great Commission for the glory of God.

Vision Statement:

To be a thriving Spirit-led community, where lives are transformed, disciples are made, and families are strengthened, so that we impact our world with the love of God.

Value Statements:

Presence

We are a people of His presence led by His presence.

- We value intimacy with God and humble dependence upon Him, through prayer, worship and the Word.
- We believe in Holy Spirit inspired and empowered ministries.

Community

Building authentic relationships and deepening connections.

- In a disconnected world, we value doing life together with integrity, transparency, and joy.
- We value a culture of honor - "In essentials unity, in non-essentials liberty, in all things charity."

Discipleship

Becoming like Christ, to bear witness of Christ.

- We believe in a life committed to knowing and obeying the word of God.
- We seek to be lifelong learners who become lifelong mentors.

Mission

Engaging with God's mission to bring salvation, healing and deliverance into our community and beyond.

- We value creating space to foster relationships with those yet to know Jesus.
- We seek to love our neighbors as ourselves while modelling a servant's heart.

Job Title: Lead Pastor

Reports to: The Church Board
Status: Full-time - 40 hours

Position Summary:

Biblical Responsibilities as seen in Scripture:

Preach and Teach:

- The Lead Pastor shall give leadership to the congregation by preaching the Word of God and teaching sound doctrine and careful instruction. (2 Timothy 4:2)

Shepherd the Flock:

- The Lead Pastor shall show genuine care for those in the congregation. (1 Peter 5:1-2)

Equip the Saints:

- The Lead Pastor shall lead and equip, so the body is built up, and the church may fulfill its purposes. (Ephesians 4:11-12)

Our church has a Lead Team that works alongside and supports the Lead Pastor in implementing the Church's mission and vision through ministry leadership, operations, and initiatives. The Lead Team serves under the leadership of the Lead Pastor within the governance structure established by the Church Board.

Qualifications:

Spiritual and Character:

- The Pastor shall meet the character qualifications as outlined in 1 Timothy 3:1-7 and Titus 1:5-9.
- Demonstrates and values personal integrity and character.
- Values prayer and personal growth.

Education and Experience:

- A degree in theology or equivalent training from an accredited institution.
- The Pastor will need to become licensed by the Baptist General Conference of Canada.
- Ordination is encouraged, and we will fully support you in taking the time necessary if you choose to pursue it.
- Demonstrate experience in pastoral ministry, including preaching and teaching, and leadership.
- Have strong communication, conflict resolution, and interpersonal skills.
- Enjoy being a team player, working collaboratively with others, including staff, volunteers, the church board, elders and lead team.

Working Conditions:

- The Pastor will be able to work from a home or church office.
- The Pastor will be expected to work evenings and weekends as required to fulfill the responsibilities of the position.
- The Pastor will be required to attend regular meetings with the church board, staff, elders and lead team, and possibly other church committees.
- The Pastor will have a work-life balance and work a 40-hour week. Ministry ebbs and flows, so if you work overtime one week/month, you are free to work less the following week/month, as you can make it work.
- The Pastor will be required to adhere to the standards and expectations outlined in the Board Policy Manual and Employee Handbook.
- Ensure compliance with all relevant laws, regulations, and denominational requirements.
- The Pastor will adhere to the BGC's code of conduct and sign the yearly accountability forms with the conference. *(see attachments)*

Responsibilities:

Preaching, Teaching and Prayer:

- Prepare and deliver sermons that are biblically sound, relevant, and engaging. *(You are not required to speak every week.)*
- In collaboration with the Lead Team, find guest speakers when needed.
- If you have the opportunity to coach and mentor new speakers, this will fit with the call to equip the saints as seen in Ephesians 4:12.
- Attend corporate prayer meetings. Foster a culture of prayer personally and corporately.

Spiritual Leadership:

- Provide spiritual guidance, prayer and support to the congregation, and guidance on matters of faith.
- Foster an environment of spiritual growth and discipleship, encouraging members to develop a deeper relationship with Christ.

Administration:

- The Lead Pastor provides overall leadership and oversight to church staff, ministry leaders and the Lead Team, works collaboratively with the elders as the spiritual authority of the church, and is accountable to the Church Board.
- The Lead Pastor leads, supervises, supports and provides direction to church staff and ministry leaders, including responsibility for staff development, communication, performance and accountability.
- The Pastor will work closely with the lead team, collaborating on vision and direction for the coming months/years.
- The Pastor will work with and continue to develop the elders' team who will share in the load of visitation, prayer and care of the people.
- The Pastor will work alongside the board to establish a yearly budget.
- The Pastor will work collaboratively with the church board, lead team and other staff members to develop and implement policies and procedures that support the mission and vision of the church.

Outreach, Evangelism and church collaboration:

- Help raise people in their area of giftedness, so that outreach, evangelism and a strong community can be established as part of Oxford Hill's culture.

- The Pastor will attend our BCBC conference meetings when possible.
- The Pastor will be open and available to collaborate with other churches within the conference or area.

Baptist General Conference of Canada

Pastoral Code of Ethics

The following standards are set forth in an effort to preserve the dignity, maintain the discipline and promote the integrity of our calling as pastors.

MY PERSON

1. I will endeavour to pray daily, to read, study and meditate upon God's Word; and to maintain extended times of contemplation.
2. I will plan to be with my family, realizing my special relationship to them, and their position as important members of my congregation.
3. I will seek to keep my body physically fit through proper eating habits and planned exercise, renewing myself through a weekly holiday and an annual vacation.
4. I will try to keep myself emotionally fit, keeping in touch with my feelings and growing in healthy control of them.
5. I will strive to grow through comprehensive reading and through participation in professional educational opportunities.
6. I will be a servant of God seeking to maintain a life of purity, integrity and truthfulness.

MY CALLING

1. I will seek to conduct myself consistently with my calling and commitment as a servant of God.
2. I will give full service to my congregation and will accept added responsibilities only if they do not interfere with the overall effectiveness of my ministry in the congregation.
3. I will consider a confidential statement made to me as a sacred trust not to be divulged without consent of the person making it.
4. I will responsibly exercise the freedom of the pulpit, speaking the truth of God's Word with conviction in love; and will acknowledge any extensive use of material prepared by someone else.

MY FINANCES

1. I will advocate adequate compensation in my pastoral services and will assist the congregation to understand that a pastor should not expect or require fees for pastoral services to them.
2. I will be honest in my stewardship of money, paying bills promptly, asking no personal favors or discounts on the basis of my ministerial status.
3. I will give tithes and offerings as a good steward and example to the church.

MY CONGREGATION

1. I will seek to regard all persons in the congregation with equal love and concern and undertake to minister impartially to their needs and to refrain from behaviour that will be divisive.
2. I will seek to maintain positive relations with all in my congregation.
3. I will exercise confidence in the lay leadership, assisting in their training and mobilizing their creativity.
4. I will seek to lead the church in a positive direction to achieve the goals we have mutually agreed upon. I will remain open to constructive criticism and to suggestions intended to strengthen our common ministry.
5. I will candidate at only one church at a time. I will respond promptly and definitely to a call and I will seek to deal fairly with the church I am presently serving.

MY COLLEAGUES

1. I will not perform services in the area of responsibility of my colleague in the Christian ministry except upon his request and/or consent.
2. I will, upon my departure, sever my pastoral relations with the congregation, recognizing that all pastoral functions should henceforth rightfully be conducted by my successor. I will seek and honor comity arrangements made with fellow pastors.
3. I will, upon retirement or withdrawal from the ministry, refrain from engaging in pastoral functions within our church fellowship unless requested by the pastor.
4. I will seek to maintain supportive and caring relationships with my colleagues in the ministry.

MY DENOMINATION

1. I will cooperate with the personnel of the Baptist General Conference of Canada and of the district in which I serve and offer responsible criticism in order that our common service in the Kingdom of God might be more effective.
2. I will not use my influence to alienate this church from the Baptist General Conference of Canada.
3. I will immediately resign should I deviate from Baptist practices and principles commonly held by our denomination.

Name: _____ Signature: _____ Date: _____

Please send signed copy to Baptist General Conference of Canada #201, 8315 Davies Road, NW, Edmonton, AB T6E 4N3

Baptist General Conference of Canada

AFFIRMATION OF FAITH

Revised August 2018

THE WORD OF GOD We believe that the Bible is the revealed Word of God, fully and verbally inspired, written under the direction of the Holy Spirit. We believe it is without error in the original manuscripts and is true and trustworthy in all that it asserts. It has supreme authority in all matters of faith and conduct.

THE TRINITY We believe that there is one living and true God, eternally existing in three persons, that these are equal in every divine perfection, and that they execute distinct but harmonious offices in the work of creation, providence and redemption.

GOD THE FATHER We believe in God, the Father, an infinite, personal spirit, perfect in holiness, wisdom, power and love. We believe that He concerns Himself mercifully in the affairs of each person, that He hears and answers prayer, and that He Saves from sin and death all who come to Him through Jesus Christ.

GOD THE SON We believe in Jesus Christ, existing eternally as God's Son. In His incarnation He was conceived by the Holy Spirit, born of a virgin, led a sinless life, performed miracles and taught with authority. We believe in his substitutionary atoning death, bodily resurrection, ascension into heaven, perpetual intercession for His people and personal visible return to earth.

GOD THE HOLY SPIRIT We believe in the Holy Spirit, who was sent by the Father and Son to convict the world of sin, righteousness and judgment, and to regenerate, sanctify and empower all who believe in Jesus Christ. We believe that the Holy Spirit indwells every believer in Christ and that He is an abiding helper, teacher and guide.

ANGELS We believe that angels are a distinct order of created spiritual beings; that they can appear in human form; that good angels minister to human beings and serve God as special messengers; that Satan, a fallen angel, and his evil angels whom he leads, exercise great but limited evil power in the world, and will suffer final defeat at the hands of the Lord Jesus Christ.

CREATION We believe that the Triune God created everything - both physical and spiritual - out of nothing. We believe God created human beings, male and female, in His own image and likeness and therefore with unique, intrinsic worth from conception to natural death.

HUMANITY We believe Adam and Eve experienced perfect relationship with their Creator and were appointed stewards of God's originally good creation. We believe they sinned by choosing to disobey God and thereby brought death to the human race.

REGENERATION We believe that all people are sinners by nature and by choice and are, therefore, under condemnation. We believe that those who repent of their sins and trust only Jesus Christ as Saviour are regenerated by the Holy Spirit.

THE CHURCH We believe in the universal church, the living spiritual body of which Christ is the Head and all regenerated persons are members. We believe in the local church, consisting of a community of believers in Jesus Christ, baptized on a credible profession of faith, and associated for worship, ministry and fellowship. We believe that the mission of the church is to bring the good news of Jesus Christ into our lost world.

CHRISTIAN CONDUCT We believe that Christians should live for the glory of God and the well-being of others; that their conduct should be blameless before the world; that they should be faithful stewards of their possessions; and that they should seek to realize for themselves and others the full stature of maturity in Christ.

ORDINANCES We believe that the Lord Jesus Christ has committed two ordinances to the local church: baptism and the Lord's Supper. We believe in Christian Baptism as the immersion of a believer in water in the name of the triune God. We believe that the Lord's Supper was instituted by Christ in order to remember His death. We believe that these two ordinances should be observed and celebrated until the return of the Lord Jesus Christ.

RELIGIOUS FREEDOM We believe that every person is directly responsible to God. Believers should be free to covenant together in autonomous congregations without undue interference from any ecclesiastical or government authority. While respecting the authority of government we affirm the responsibility of the church to speak into the public forum. In matters of disagreement between Scripture and government, we believe we must obey God.

CHURCH COOPERATION We believe that local churches can best promote the cause of Jesus Christ by cooperating with one another in an association of likeminded congregations. Such an organization, whether a district or national conference, exists and functions by the will of the churches. Cooperation in a conference is voluntary and may be terminated at any time. Churches may likewise cooperate with inter-denominational fellowships on a voluntary, independent basis.

LAST THINGS We believe in the personal and visible return of the Lord Jesus Christ to earth and the establishment of His kingdom. We believe in the resurrection of the body, the final judgment, the endless suffering of the unbeliever in Hell and the eternal joy of the believer in the presence of God.

Name: _____ Signature: _____ Date: _____

Please email/mail signed copy to Baptist General Conference of Canada #201, 8315 Davies Rd NW, Edmonton, AB T6E 4N3 or office @bgc.ca

Baptist General Conference of Canada

BGCC Pastoral Statement on Marriage in Canada

Approved 05/30/24

We, the Baptist General Conference of Canada (BGCC), understand that each church and pastor within the BGCC will seek to demonstrate the truth and grace of the gospel. Our prayer is that this statement concisely represents the biblical position of the BGCC and support BGCC churches as they work to effectively minister in biblical truth with a posture of grace. We are here to support you, and you are in our prayers as we labour together in building His kingdom.

This pastoral statement is provided to give spiritual guidance to BGCC credentialed pastors and member churches. This is in addition to the BGCC Bylaws, Affirmation of Faith, Pastoral Code of Ethics, and BGCC Pastoral Statement on Sexuality and Gender.

The Baptist General Conference of Canada (BGCC) believes marriage to be a divine gift to society whereby one biologically born man and one biologically born woman are joined together in a lifelong covenant of faithful companionship, extended family connectedness and, in the sovereignty of God, the blessing of children. This physical and spiritual union is intended to create emotional oneness and joy to the glory of God. It also serves as a tangible picture of God's covenant love for the church (Ephesians 5:31-32).

This belief stems from our reading of the Bible, our source of faith and behaviour. We believe that marriage of a man and a woman reflects the original intent of God in creation (Genesis 2:24-25).

To that end, our community of faith cannot endorse marriages of same sex individuals as consistent with what the Bible teaches. Therefore, our pastors may not perform same sex marriages.

We realize not all of Canada understands life in the same way. We will respect the mosaic of pluralism called Canada. We will try to live lives with grace and forgiveness. However, faced with many choices in life, we call Canadians back to the ways of God, including His original design for marriage (Matthew 19:4-6).

Name:

Signature: Date:

Baptist General Conference of Canada

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The BGCC Affirmation of Faith states:

> We believe the Bible is the revealed Word of God, fully and verbally inspired, written under the direction of the Holy Spirit. We believe it is without error in the original manuscripts and is true and trustworthy in all that it asserts. It has supreme authority in all matters of faith and conduct.

An overarching truth of God's Word is that we live in a world where His design for all aspects of humanity has been corrupted by the fall (Genesis 3). Scripture declares that “all have sinned and fallen short of God’s glory” (Romans 3:23). Our desire is to help all followers of Christ to live a biblically, sexually pure life to the glory of God. Therefore, we believe in a biblical view of marriage, sexuality, gender and gender identity as defined in the BGCC Pastoral Statement on Marriage in Canada and in these two affirmations:

1. With regard to sexual relationships, we believe that God’s standard for sexual expression and activity is reserved for one biologically born man and one biologically born woman within the confines of the marriage covenant relationship. Any sexual expression or sexual activity other than this is outside of God’s design. (Genesis 2:24, Hebrews 13:4, 1 Corinthians 7:2)
2. With regard to gender and gender identity, we believe that God created humanity in His image as male and female. Gender is established by God biologically at conception. (Genesis 1:26-28, Matthew 19:4-6, Psalm 139:13)

Name:

Signature: Date: