

Senior Pastor Job Description – Trinity Baptist Church

1460 West 49th Ave. Vancouver , BC V6M 2R5

Spiritual Qualifications: (1 Timothy 3:1-7 & Titus 1:7-9)

- A clear and wholehearted commitment to Jesus Christ with a mature faith and spiritual insight.
- A spiritually gifted preacher committed to evangelical doctrines and Baptist distinctives.
- Called of God to serve at Trinity, demonstrates a servant heart, and ministers to all people with humility and compassion.
- A passionate desire to fulfill the Great Commission through local and global missions and the training of staff and lay leaders.
- An experienced pastor with a deep love for God, his Word and his people – a pastor who walks the talk.
- Able to provide spiritual guidance to those who require encouragement, comfort, counsel or correction.

Personal Qualifications:

- Personable, approachable, a good listener who has a sense of humor.
- Organized and a good steward of time.
- Practices healthy rhythms of work, rest, and self-care to sustain long-term ministry.
- Knowledgeable and respectful of traditional worship but open to contemporary expressions as well.
- If married, their spouse understands and supports the pastor's call to ministry.
- Ability to speak Mandarin is an asset.
- Demonstrates emotional maturity and the ability to navigate conflict with grace and wisdom.

Professional Qualifications:

- A post-graduate degree from an accredited theological seminary/college.
- A good command of the English language.
- Commitment to the statement of faith and values of the CBWC and eligible for accreditation with the Canadian Baptists of Western Canada (CBWC).
- A strong record of preaching, administration and pastoral leadership.
- Enthusiasm to work in a multicultural setting.

Principal Functions:

- Be a shepherd to the congregation with sensitivity to the church's cultural diversity.
- Serve as the leader of the pastoral staff and give oversight and support to the administration of the church.
- Work collaboratively with the Board to ensure alignment with the church's mission and policies.
- Ensure adherence to sound Bible-based doctrines in all church ministries.
- Spiritually mentor the pastoral staff and affirm their gifts.
- Communicate clearly and consistently with staff, leadership teams, and the congregation.
- Be involved in the development and promotion of the Mission and Vision of the church.
- Oversee, evaluate, and support the development of church programs and activities.

- Model and promote unity, reconciliation, and biblical conflict resolution within the church community.
- Nurture the spiritual gifts of the lay membership.
- Be supportive of the church's digital and online ministry presence.
- Serve as the chief spokesperson for the church with the denomination and outside agencies.

Responsibilities:

- Serve as the primary speaker and be responsible for the worship services.
- Oversee and promote a spiritually healthy congregation through prayer and the ministry of the Word. (Acts 6:4)
- Oversee and coordinate all ministries of the church and ensure responsibilities are fulfilled.
- Visit the sick and shut-ins.
- Promote any congregation or Board approved change in direction or vision of the church's ministry.
- Liaise with the Board Chair and serve as the Board's spiritual advisor.
- Develop the spiritual gifts of pastors, staff and lay members.
- Provide pastoral counseling (spiritual, pre-marital, grief, etc).
- Provide administrative oversight to the pastors and staff.
- Convene weekly staff meetings.
- Build positive staff relations and achieve consensus through discussions.
- Encourage spiritual development in corporate and private prayer and Bible study.
- Participate in local CBWC and Vancouver Ministerial meetings and promote the work of Canadian Baptist Ministries (CBM).
- Refer people with problems outside of the scope of pastoral training to appropriate professionals.

-Approved by Trinity Church Board on Jan. 27,2026