



OPPORTUNITY PROFILE

SENIOR PASTOR

FIRST BAPTIST CHURCH VANCOUVER

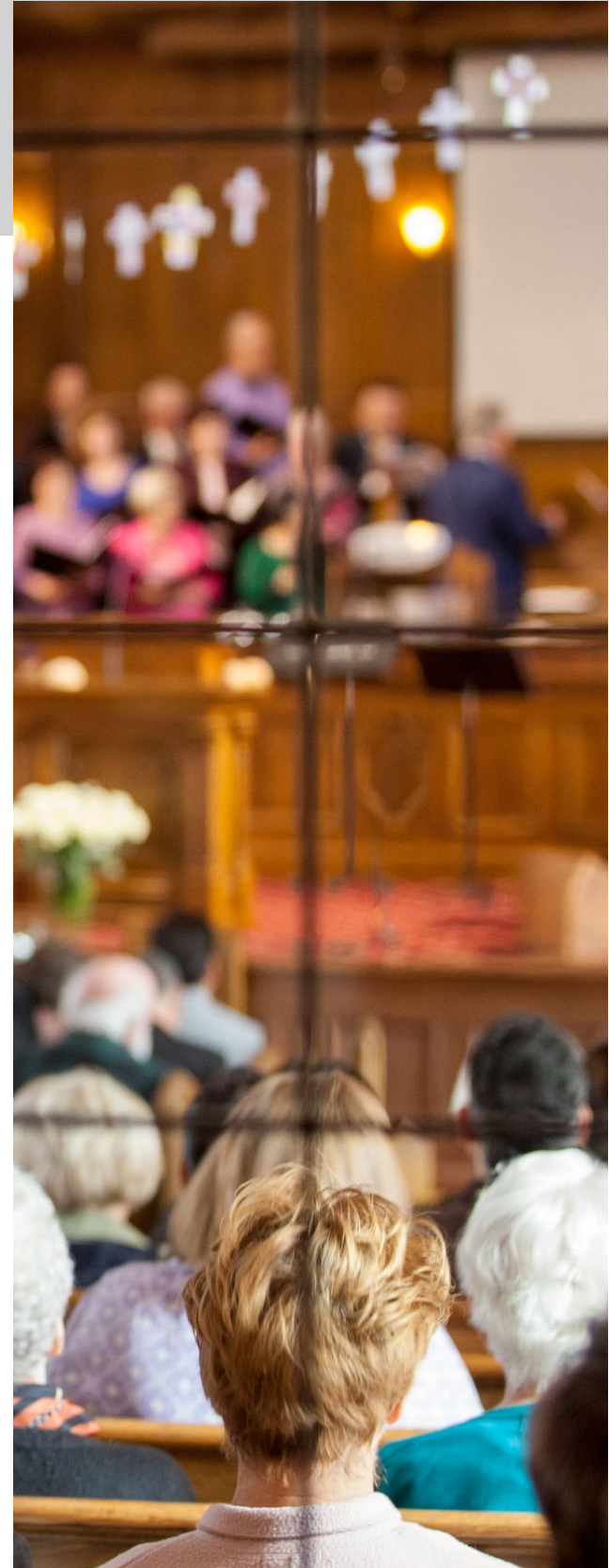
EXECUTIVE SUMMARY

First Baptist Church Vancouver is searching for a team-oriented, visionary preacher and teacher to provide leadership as our next Senior Pastor.

First Baptist Church Vancouver is a multiethnic, multigenerational, socio-economically diverse congregation of about 650 in the heart of downtown Vancouver. We see this as a resounding demonstration of the gospel's power to overcome human divisions. We are excited to be near the completion of an extensive building project.

We are seeking a Senior Pastor who is an experienced, collaborative leader, gifted and effective in teaching and preaching in our cultural moment and urban context. Reporting to the Board of Directors, the Senior Pastor is responsible for overseeing the pulpit ministry. With the agreement of the Board and in consultation with the Executive Pastor and pastoral staff, the Senior Pastor provides visionary leadership through facilitating the development of the church's mission and vision. The Senior Pastor enables the worship services, strategic congregational initiatives, and the development of ministries for our neighbourhood, our city, and our world.

If you are called to team-oriented pastoral ministry with a skill set of preaching and teaching, and have a set of values and convictions that align with First Baptist Church Vancouver, we would love to hear from you.



OUR VISION

We are a community following Jesus with a heart for the city and beyond.

OUR MISSION

We seek the peace and flourishing of the city in the following ways.

- Develop a Christ-centered, missional congregation.
- Create opportunities for community-building, especially in a city that has identified social isolation as one of its key challenges.
- Serve the vulnerable and marginalized.
- Welcome immigrants and refugees.
- Support mental health and wellness.
- Offer full-time, quality childcare.
- Provide affordable rental housing.
- Partner with local churches and organizations.
- Contribute towards long-term environmental sustainability.

OUR VALUES

- Worship that glorifies the Triune God.
- Preaching that declares Jesus and His Gospel of the Kingdom.
- Introducing others to Jesus.
- Equipping one another to live like Jesus in our beautiful but broken world.
- Seeking the favour and empowering of the Holy Spirit.
- Community based on and shaped by the grace of God, wherein we seek to speak the truth in love and show tangible care.
- Prayer as a lifestyle.
- Outrageous generosity.
- Servant leadership.
- Eagerly awaiting the coming of Jesus, bringing with Him a new heaven and a new earth.





OUR STORY

Our story begins in Blair's Saloon on Abbott Street, a Vancouver pub. The year was 1886, and Vancouver had just been incorporated as a city of almost 5,000.

A small group of Baptists saw the increasing need to establish a church for the growing city. On Sunday, June 6, they launched the inaugural Sunday School program, welcoming 30 children into Blair's Saloon.

The following Sunday, June 13, 1886, Blair's Saloon and most of the city were destroyed by fire. By God's grace, following the fire, two building lots were obtained from the Canadian Pacific Railway (432 Main Street) to build a dedicated space for our congregation. The modest building was 24 by 35 feet and cost just \$700 to build.

The following March, a meeting was called to form First Baptist Church officially. Within months, the congregation outgrew the little building on Main Street. A new church building, seating about 800, was built at Hamilton and Dunsmuir Streets and was dedicated on Sunday, September 15, 1887.

By the turn of the twentieth century, our congregation saw the importance of putting down permanent roots on the westside of Vancouver. In 1904, we purchased our current lot. From 1911 to the present, despite various challenges, we have experienced the faithfulness of God at the intersection of Nelson and Burrard, situated at the very centre of the downtown peninsula.

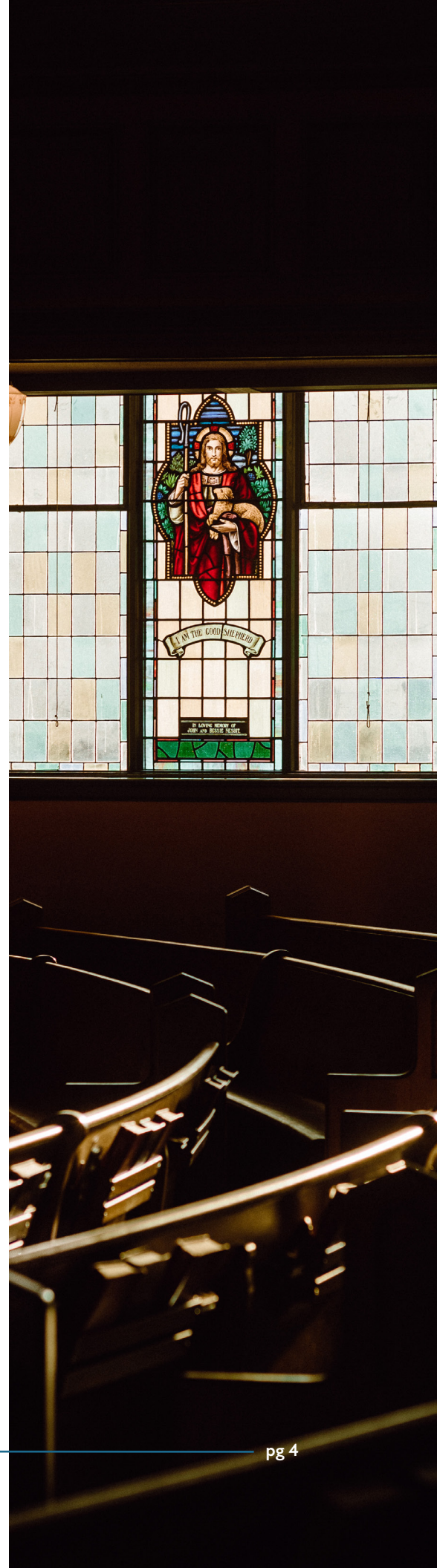
OUR STORY

Interwoven in the very DNA of our church are the stories of congregants, staff members, and pastors whose lives and service pointed to Jesus, edified our congregation, and blessed the city. It is an incredibly beautiful mosaic of 136 years of life together as a community.

In the past ten years, we have experienced a number of executive leadership transitions—three senior pastors and two executive pastors—resulting in various forms of attrition. Additionally, we have been displaced for the past two years and eight months due to our Heart for the City Project. We gathered, worshipped, prayed, and served in 27 locations.

Despite the difficulties associated with the pandemic, transitions, relocations, and adjustments, God's grace has been deeply evident in the resilience of our congregation. Moreover, we are blessed with a dedicated team of pastors whose care and wisdom led us closer to Jesus and brought us together as a community.

As we prepare to re-enter our renovated and expanded church building, we are excited to see what God has in store for us and our city.

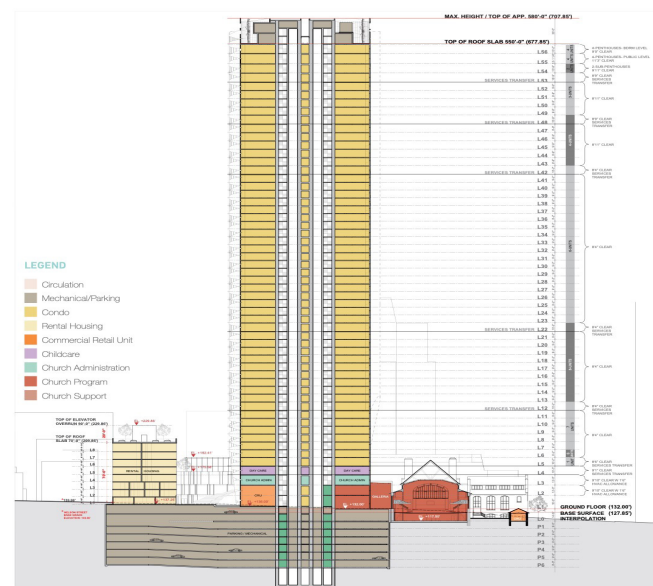
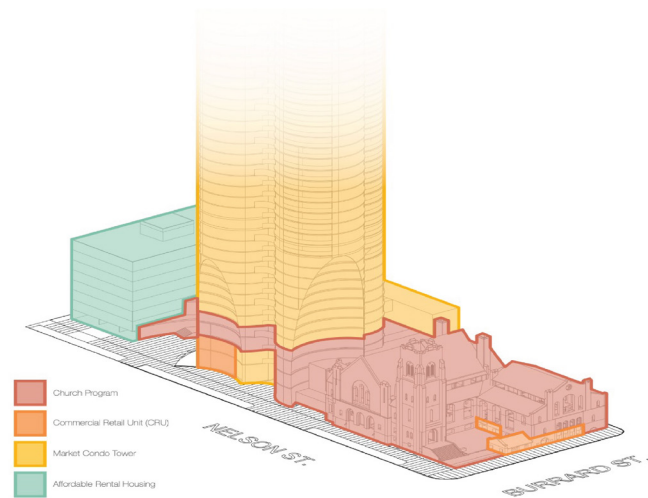


OUR PROJECT

First Baptist Church has significant historic and architectural value in the city, being one of the oldest heritage buildings in downtown Vancouver. Our existing church building, however, was at risk in the event of an earthquake. The Heart for the City Project will restore and seismically upgrade the historic church building, in which we will be able to carry out our mission for generations to come. Additionally, the Heart for the City Project contributes to the City of Vancouver by delivering heritage conversation and innovative architecture, environmental and social sustainability (alignment with the West End Community Plan), and public spaces.

The proposed development will be one of the most significant faith-based developments in British Columbia. It will provide approximately 45,000 square feet of additional purpose-built space, double the current area, as well as a new affordable rental building of approximately 45,000 square feet. The restored, seismically upgraded historic church building with accessibility improvements, the additional purpose-built ministry and community spaces, and the new affordable rental building are gifts to be used to demonstrate the heart of Jesus Christ and bless the city in new and fresh ways.

The Church's heritage restoration, the expansion of our space for various ministries, and the addition of a new affordable rental building will be constructed by Westbank. As part of our agreement, Westbank will also be constructing a market residential tower known as the Butterfly.





Some of the key features of the Heart for the City Project include:

- 7-storey building with 61 units. 41 units are exclusively dedicated to affordable housing (below the Housing Income Limits set by BC Housing). The building will exceed the City's minimum requirement of 25% family units.
- Full-time, 37-space childcare facility for infants and toddlers. We reached an agreement with Wind & Tide, a well-regarded Christian childcare with over 35 years of experience.
- Expanded kitchen and purpose-built spaces for our Street Ministries program to better serve our city's most vulnerable.



- Counselling centre, partnerships, and programs to support mental health and wellness. One of our most recent milestones is an agreement with Burnaby Counselling Group to provide mental health support.
- Inviting public spaces and innovative landscape design to intentionally combat social isolation and encourage community-building.
- Multi-purpose spaces for ESL classes, parenting workshops, family support events, children and preteens camps, and daytime drop-in programs for older adults, retirees, and seniors.
- Fully restored, seismically upgraded sanctuary with life safety upgrades and accessibility improvements. In addition, a fully rehabilitated, two-story hall to host various community-building events.
- Expanding the city's Creative Energy system in the West End, which will help reduce greenhouse gas emissions, significantly improve local air quality, and contribute to lower energy costs and long-term sustainability.

Currently, our estimated time of re-entry is somewhere between spring and summer of 2024.



OUR CITY

Vancouver is located on the traditional, unceded territories of the xʷməθkʷəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and səliwətaʔ (Tsleil-Waututh) Nations.

Vancouver is the largest city in British Columbia and the eighth-largest municipality in Canada. According to the 2016 Census, Vancouver's population is at 631,486.

Vancouver is also one of Canada's most ethnically and linguistically diverse cities, with 52 percent of the population speaking a first language other than English.

Vancouver is built on a coastal rainforest surrounded by water on three sides—English Bay and Burrard Inlet to the north and the Fraser River to the south, with a mountain range to the north. Known for its beautiful natural setting, Vancouver has over 200 parks, beaches and cultivated gardens. One of its most renowned parks, Stanley Park, is a 405-hectare urban oasis of old-growth forest with abundant local wildlife and stunning views of Burrard Inlet. Vancouver is enveloped by the world's longest urban waterfront path.

Vancouver is part of a larger metropolitan region called Metro Vancouver (also known as the Lower Mainland), which includes bordering cities like Burnaby, Surrey, North Vancouver, and Richmond; comprises 22 municipalities, one electoral area, and one treaty First Nation. Metro Vancouver is 2,877 km² in size. It is home to 2,590,921, the third-largest metropolitan region in Canada.





As a church, we have been strategically placed at the gateway of the West End, one of the most diverse and densely populated areas of Metro Vancouver. The West End is adjacent to a vibrant residential community and close to the Central Business District and the Downtown Eastside. It comprises 204 hectares, with 112 city blocks. As of 2016, the West End's population density was 231 persons per hectare, making it more than four times the density of the City of Vancouver overall.

The West End has over 47,000 residents, with a projection of increase to 54,500 by 2041. It has 23,000 jobs and millions of annual visitors. The West End has the city's largest percentage of young adults, with 48% of the neighbourhood between 20 - 39. In addition, the West End is the "landing pad" for new immigrants - receiving 14% of all new Vancouverites between 2001- 2006. As of 2016, 34% of the population are immigrants, and another 11% are non-permanent residents such as foreign students, temporary workers or refugee claimants.

Among Vancouver local neighbourhoods, the West End has the second-highest number of low-income residents, the third-largest number of recent immigrants, and the third-largest number of seniors.

In the West End, 80% of households are rented, compared to 53% of households across the City of Vancouver. Subsidized housing makes up a smaller share of rented housing in the West End compared to the city overall. According to the 2016 Census, in 2015, 24% of West End residents had moved, mostly within the City of Vancouver. Over five years, 64% of residents had moved. Both rates are higher than the city overall.

Vancouver faces some significant challenges at all points on the affordable housing continuum, ranging from housing options for households of all income levels to the availability of emergency shelters for its vulnerable population. The West End is no exception. In fact, the West End has among the highest levels of housing need in the city. Loss of overall affordability continues to be a significant concern.

Around 60% of seniors in the West End live alone, compared to 29% citywide. Many seniors live on a fixed income. Thus, physical and financial access to support programs, healthy food access, and community facilities has become increasingly critical. Consistent with citywide trends, seniors are expected to make up a greater share of the population in the future.

Additionally, the West End has a high proportion of vulnerable children, with an increasing demand for childcare, educational programs, and family support services. Over 50% of children in the West End are not ready for school when they enter kindergarten, compared to 36% citywide. The West End has one of the lowest rates of school readiness of any community in Vancouver.

Bordering our church neighbourhood is the Downtown Eastside (DTES). The DTES is one of the city's oldest neighbourhoods. It is the epicentre of a complex set of social issues, including a shortage of low-cost rental housing, increasing needs around mental illness, disproportionately high levels of crime, addiction (opioid overdoses involving fentanyl), homelessness, and various forms of exploitations.

To top it all, loneliness remains one of the most pressing concerns in the city.

In the face of the various challenges, as a church, we sense a call to seek the peace of the city by embodying and extending the transformative love and hospitality of Jesus Christ.



OUR PASTORAL TEAM



JUSTIN KIM
EXECUTIVE PASTOR

Justin was born in Seoul, South Korea. At age five, he immigrated to Ascension, Paraguay and spent a significant part of his childhood there. During his teens, Justin moved to the States. Before moving to Vancouver, he lived in the Washington DC region. Justin has been in pastoral ministry for over twenty-four years, which includes a decade at First Baptist Church Vancouver. His educational journey includes psychology and political science at Rutgers University and theological studies at Midwest University and Cairn University. Justin is working towards completing his doctoral program at Gordon-Conwell Theological Seminary. He has been married to Anna for almost two decades, and they have three children together.



DANIEL FOSTER FABIANO
PASTOR OF PRETEENS & YOUTH MINISTRIES

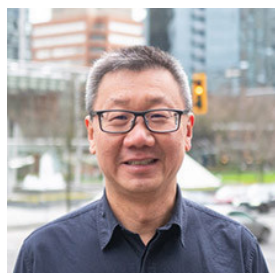
Daniel spent 15 years of his life in Southern Africa as his mother served as a missionary in Angola. Following his time in Angola, he lived in North Carolina—finishing high school and university as well as working with the youth in a local church. Daniel is a citizen of a number of countries— he is Canadian, American, and Angolan. Daniel studied Applied Theology at Regent College. He is happily married to Jenna. Recently, they welcomed their first child.

OUR PASTORAL TEAM



DAVID NACHO
DIRECTOR OF STREET MINISTRIES

David was born and raised in Bolivia and immigrated to Canada in 1997. After finishing his degree in Communications at Simon Fraser University, David began his studies at Regent College, where he and Suzannah met. David received a Master of Divinity and a Master of Theology at Regent College. He is pursuing a Ph.D. program at the Oxford Centre for Mission Studies. David and Suzannah got married in 2006. Since then, they have served with Canadian Baptist Ministries in Latin America in various positions, including youth ministry, community development, church mobilizing and, most recently, theological education at graduate and grassroots levels. David and Suzannah have three children: Sofia, Andrés, and Anna Laura.



JOHN TSANG
PASTOR OF CONGREGATIONAL CARE

John was born in Hong Kong, immigrated to Canada at the age of 7, and was raised in Windsor, Ontario. After graduating from Tyndale Seminary, John began his pastoral ministry as a youth pastor in a CBOQ church in Scarborough. The Lord led him and his family to Richmond in 1997 and since then, has called Vancouver home. John is a lifelong student and has completed programs at Regent College, Gordon-Conwell, and, most recently, Clinical Pastoral Education through Providence Health. John is married to Karmie, and together, they have three children - Josiah, Hannah, and Noah.



OUR PASTORAL TEAM



JOSEPH LEONG
PASTOR OF YOUNG ADULT MINISTRIES

Joseph was born and raised in a loving Christian family and was baptized at Philadelphia Church Kuala Lumpur, Malaysia. Upon completing his MBA from Multimedia University (Malaysia), Joseph went into full-time ministry as he has always sensed a deep call to serve the church, especially the next generation. He has spent over ten years serving in youth ministry and also has 4.5 years of experience in the business sector. He has completed a Master of Divinity at Regent College. He is happily married to Angeline Teay, our Communication Coordinator.



PAUL ENNS
INTERIM PASTOR OF WORSHIP MINISTRIES

Paul grew up in Winnipeg but lived much of his adult life in Vancouver. It was here where he met and married Louanne. As they discerned a call to vocational ministry, Paul studied at Columbia Bible College and then Regent College. He served at a number of churches in greater Vancouver and then had an opportunity to go to the UK and take a role in All Souls, Langham Place. After 13 years in England, they have recently returned to Vancouver.



OUR PASTORAL TEAM



REBECCA THORNBUR
PASTOR OF DISCIPLESHIP AND COMMUNITY

Rebecca grew up in Ottawa and completed her undergrad at the University of Toronto. She has spent most of her career serving with Inter-Varsity Christian Fellowship in Canada and abroad. Before coming to Vancouver, she spent five years in France, in Nice and Paris, working with the Groupes Bibliques Universitaires, a ministry to university students. She has completed an MA in Theological Studies at Regent College with a concentration in the History of Christianity.



SUZANNAH NACHO
PASTOR OF CHILDREN'S MINISTRY

Suzannah was born and raised in San Jose, California. In 2002 she received a BA in English Literature from the University of Southern California and moved to Vancouver to study at Regent College. While there, she met her husband, David and completed an MA in Spiritual Theology with a concentration in Missions and Evangelism. In 2006, they were married and joined Canadian Baptist Ministries, serving 14 years in Latin America. Suzannah has worked in youth and children's ministry, hosting volunteers for local church involvement and teaching theological education. She is passionate about telling the biblical story to children and finding ways to enter the narrative through art and play. David and Suzannah have three children, Sofía, Andrés and Anna Laura.



OUR SEARCH TEAM



BONNIE NIPP

Bonnie has been a member of First Baptist Church since 1995. During the past 28 years, Bonnie has served on the Discipleship Committee, Resource and Planning Committee, Human Resources Committee, Membership and Baptism Committee, Alpha Team, Communion Team, and Care Ministry. In 2009 Bonnie was also part of the First Baptist team that went to Kenya. Bonnie holds a law degree from the University of Victoria and, after 35 years, has recently retired from the practice of law, where she worked predominantly in the public utility sector.



COLIN BUTCHER

Colin served over 40 years in The Fellowship of Evangelical Baptist Churches, both in Canada (over eleven years as a pastor of a church plant in Winnipeg) and abroad (over five years in Pakistan, over nine years in India). As an interim administrator at a Christian hospital in Pakistan, he directed humanitarian relief in a large local area during flood affecting one-fifth of the country. He has been a member of First Baptist Church Vancouver since 2005, serving in Hobbit House, as a volunteer parking attendant, and hosting small groups.



OUR SEARCH TEAM



ELANA SCHILLER

Elana moved to Vancouver in 1999 after graduating from the University of Waterloo as an optometrist. She and her husband, Peter, started attending First Baptist Church Vancouver shortly after, becoming members in 2001. She participated in the Mom's group when her three daughters were young, sang in the Choir and is currently part of the Communion Team and Hospitality Team. Elana is also a volunteer board member at her youngest daughter's school while continuing to work part-time as an optometrist in West Vancouver.



JUSTIN KIM

Justin and his wife, Anna, along with their three children, have been part of First Baptist Church Vancouver for the past ten years. Initially, in 2014, he was called to serve as the Director of Children and Family Ministries. Starting from 2017, he has served in his current role while concurrently filling various staff vacancies. His wife, Anna, facilitates a Connection Group and serves as a storyteller and volunteer in our Children's Ministries.



LARRY NELSON

Larry has been attending First Baptist Church Vancouver for the past eleven years and is currently Chair of the Church Board and Co-Chair of the Senior Pastor Search Committee. Larry is a Chartered Professional Accountant and, for the past sixteen years, has been active in executive search and governance consulting for Christian charities and churches in Canada.

OUR SEARCH TEAM



LEONA ADAMS

Leona has attended First Baptist since 2007. Since becoming a member in 2013, she has served on a number of committees, the Urban and Community Life Ministry Area Team and the Church Board, now in her second year as Vice Chair. Outside of First Baptist Church Vancouver, she is a psychiatrist as well as having a leadership role in postgraduate medicine at UBC.



LYN REDDEKOPP

Lyn and her husband, Mark, have been attending First Baptist Church Vancouver for the past 24 years. She became a member in May 2019. Over the years, Lyn has volunteered in the Children's Ministries, Worship Ministries (AV team), and Care Ministry. Since 2021, she has been part of the New Generation Ministry Area Team. Additionally, Lyn and her husband, Mark, are part of the Communion Team.



KEY RESPONSIBILITIES

Preaching/Teaching Responsibilities

- Oversees preaching and teaching ministries.
- Mentors the pastoral team to share in the preaching and teaching ministries.
- Serves as the primary preacher and teacher at First Baptist Church, which would consume approximately 50% of the work week and entail the responsibility to preach from the pulpit 60 to 65% of the preaching time in any given year.

Leadership Responsibilities

- Provides visionary leadership in discerning the direction of the church.
- Collaborates with the Executive Pastor to ensure directional alignment.
- Models Christ-centered leadership for the Pastoral Team.
- Serves as the primary communicator of the church's theological commitments, mission, values, goals and strategies to ensure directional alignment, equip the congregation to participate in the ministry of the church, and engage our denomination, ministry partners, and neighbours.

Ministerial Responsibilities

- Participates in denomination life as schedule permits.



QUALIFICATIONS

- Recent proven experience and ability to lead a large, urban, multicultural and multigenerational congregation.
- Gifted in biblical preaching and teaching with a mature understanding of the Scriptures.
- Strong interpersonal skills to build trust through dialogue, with grace and humility, with other leaders, staff, and the congregation.
- Effective and encouraging communicator of vision, mission and values.
- A collaborative leader, a proven leader of leaders.
- Understands the times and culture we live in and is attuned to our society, with a general awareness of what is going on outside the church.
- Fifteen-plus years of varied ministry experience with at least 10 years of experience in a leadership position as an ordained pastor.
- Postgraduate theological or divinity degree.

REQUIREMENTS

- Obtain the credentials required to perform the functions of a Senior Pastor in accordance with the Ministerial Protocol Manual of the Canadian Baptists of Western Canada.
- Adhere to the ministerial policies, procedures and protocol of the Canadian Baptists of Western Canada.
- Be fully aligned with the church's mission, vision, values, bylaws, and doctrinal positions.
- Model and promote the church's core values.



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:

Location: Vancouver, BC

Application Deadline: March 15, 2024

Start Date: July 1, 2024 or later as negotiated.

HOW TO APPLY

Please forward a PDF of your cover letter, CV, and statement of your call to pastoral ministry to

searchteam@firstbc.org

Include **“First Baptist Church Vancouver – Senior Pastor”** in the subject line.

