

# Opportunity Profile

Lead Pastor



**This is an excellent opportunity  
if you have the passion & gifts  
to lead a church into becoming  
a family on mission, helping  
everyone become reconciled  
to & fully mature in Christ.**

- Colossians 1:20, 28, 29



BLUEMOUNTAINCHURCH

## Opportunity Overview

Blue Mountain Baptist Church is strategically located in Coquitlam, B.C., 30 minutes east of Downtown Vancouver, in the rapidly growing suburban “Tri-Cities” area of Port Moody, Port Coquitlam and Coquitlam. Our 3-acre campus is at the intersection of two major arteries (Blue Mountain Street and Austin Avenue), and close to several parks and public schools. After the long and successful tenure and then sudden departure of our former Lead Pastor, we have been led through an 18 month healing, assessing and re-visioning process by our Transitional Lead Pastor, Mel Fehr. With a current staff team consisting of an Administrator and a Worship Arts & Youth Pastor, we believe we are positioned and poised to partner with a vision-oriented, gospel-rooted, servant-hearted pastoral leader in following Jesus into God’s future for us.

## Our Story

### **The Family Story That Has Shaped Us:**

The church that is now Blue Mountain Baptist Church began in 1920 as a Sunday School outreach from Sapperton Baptist Church in New Westminster to the industrial community of Fraser Mills. Members from Sapperton started a regular Sunday School in the Fraser Mills Town Hall, above the local general store near the present location of Toys-R-Us. Gradual growth led to the purchase of property and our first building on Allard Street. In 1944, “Fraser Mills Mission” erected a church building with voluntary labour about a mile up the hill on Allard Street, in Maillardville. In 1952 the church became an official body, Allard Street Baptist Church; and in 1959 chose to join the Columbia Baptist Conference, the U.S Northwest conference of the Baptist General Conference.

A 3.96 acre former gravel pit and public works yard was purchased for our present site at the corner of Austin Avenue and Blue Mountain Street in 1961. The church manse on Austin was completed in 1963 and the sod turned for the new sanctuary. The Allard Street property was sold. In 1964, the original building was completed, with the first service was held in May 1964.

The acquisition of this property is remembered as a major “God Moment,” as the city accepted the lowest bid, feeling that a church was what was needed on this corner. The church building at our current site was dedicated May 31, 1966. The mortgage was burned in 1971 and the plan for a seniors manor took shape. The gym and additional classrooms were added in 1981-82, at which time an income-assisted Seniors Housing complex (the John Davies Manor) was also constructed on property donated by the church.

The church building at our current site was dedicated May 31, 1966. The mortgage was burned in 1971 and the plan for a seniors manor took shape. The gym and additional classrooms were added in 1981-82, at which time an income-assisted Seniors Housing complex (the John Davies Manor) was also constructed on property donated by the church.

After several shorter pastoral tenures (5-9 years), the last Lead Pastor served the church faithfully and successfully for 20 years, during which time a second pastoral position was added (focused primarily on youth, but also young adults and worship ministries). The church grew to become a significant and vital presence in the community.

We have a strong history of collaborating with other area churches through the Tri-Cities ministerial, joint Youth and Young Adult activities. We are an active participant in our denomination (B.C. Baptist Conference [Baptist General Conference of Canada]) and a partner in ACTS Seminaries at Trinity Western University.



## Other Key Factors that Currently Describe Us

After experiencing a gradual decline in attendance for several years, and a sharper drop-off in participation during COVID, since January of 2022 participation has begun to increase. Current Sunday attendance is between 10% and 15% higher than last year (120 average).

We are a predominantly “middle-class” church, with the largest age group being those over 65, and the second largest group (approximately 35%) being those 18-30 years old. It is this latter group that is taking the lead in much of our ministry programming, and in creating a more vibrant and “expectant” atmosphere.

Through our journey of healing and re-vision, we have grown in unity, and in our commitment to being “outward-focused”. While a slight majority of our people are Caucasian, we are delighted with increased participation among several of the immigrant cultures in our area. Our facility is also being used by a Korean church.

Although our building is aging, with a 200-seat auditorium, a gym, a kitchen with adjacent multi-purpose room, a significant number of smaller rooms, as well as a separate up-to-date community “pre-school” area, it remains a key asset that will enable us to achieve the mission we believe God has for us, especially given our strategic location in the community.

We are currently debt-free and in addition to our Transitional Lead Pastor have a staff consisting of a Director of Youth Ministries & Worship Arts, and an Office Administrator.

## Our Values & Mission

### The Values That Unite Us

Although never formally adopted, as we processed our family story together it was evident that several core values have tied us together – why people have come and why they have stayed.

- **Biblical preaching/teaching:** The clear exposition of the biblical text as it is written with emphasis on its relevance for today, and practical application to life.
- **Community:** People have come and stayed because they have perceived it to be a place to discover new friendships and build lasting relationships.
- **Children & Family:** Many people who have come and stayed have been drawn in by a strong children’s and youth ministry. While we have struggled in recent years with a decline in these ministries, this is still a strong value we want to be known for.
- **Neighbourhood:** This value has two different aspects: First, people are here because they want to be part of a church in their neighbourhood; and second, there is a desire to identify with, and, in Jesus’ name, help meet the needs of people in our geographical area. As such, we see ourselves as a “community” church more than a “commuter” church.
- **Participative Worship:** Musical expression has been highly valued, with an emphasis on “excellence” but not “professionalism;” “participation” over “presentation;” “variety” but tilting to the “contemporary;” “informal” but “well-prepared;” “thoughtful” and not simply “emotional” or “entertaining;” a gathering that integrates prayer, Scripture, biblical teaching and personal story well.

### The Mission That is Claiming Us

As we have prayerfully processed together over several months where we believe God is leading us, we are uniting around what we believe is God’s mission for us. We have stated it in terms of our “promise” – to everyone (everyone “outside our doors”, and everyone “inside our doors”).

Our promise: **That everyone will...**

- **See Jesus More Compellingly:** We want to be a “gospel influence” in our community – as individuals and as a church body, we want to be an influence for good.



- **Hear Jesus More Clearly:** We desire that Blue Mountain is a place of “gospel instruction,” where God’s word is taught clearly and convincingly, so that everyone will see its beauty, relevance and goodness – that it truly is “the better story.”
- **Say ‘Yes’ to Jesus More Fully:** From the first ‘yes’ of accepting Jesus as Savior and submitting to him as Lord, to the ongoing ‘yesses’ of being transformed into his image, we want to be known as a place of “Gospel Invitation” and “Gospel Transformation.”
- **Grow Together in Jesus More Authentically:** We want to grow in being a “Gospel Family,” fulfilling the “one another” injunctions of God’s Word.

Our desire is that as we give ourselves to this promise, people will sense from the moment they encounter us that we are a people who “believe” – who believe that God has and will “show up”; who believe that people will believe; who believe the best about each other; who believe that we can change to become more like Jesus; who believe that our best is yet to come.

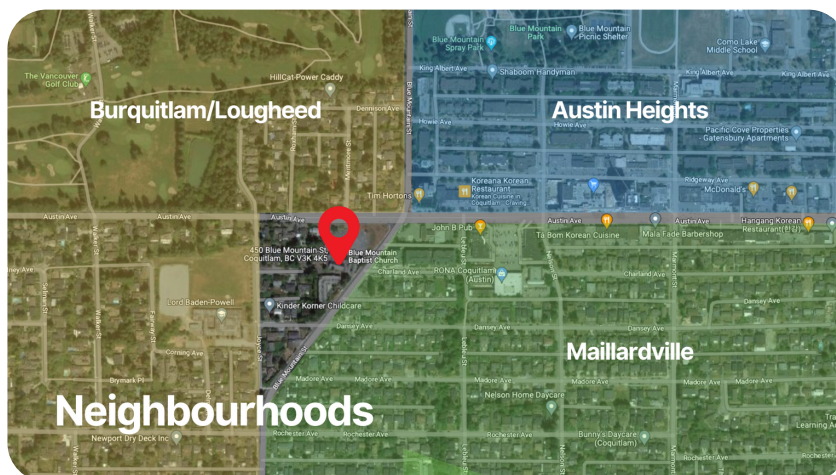
## Our "Work-While-We-Wait" Goals

As we wait on God for his provision for future leadership, we have given ourselves to the following short-term development objectives:

- (Re)-creating a robust “Group Life” structure to grow in “knowing and being known,” helping each other develop as followers of Jesus.
- Implement an Alpha program for the fall of 2023.
- Create a team to explore and propose a specific “community needs” ministry that God has prepared us for to increase our community “Gospel Influence”

## Our Community

### Our Geographical Neighbourhood



We are located at the nexus of three of Coquitlam's neighbourhoods:

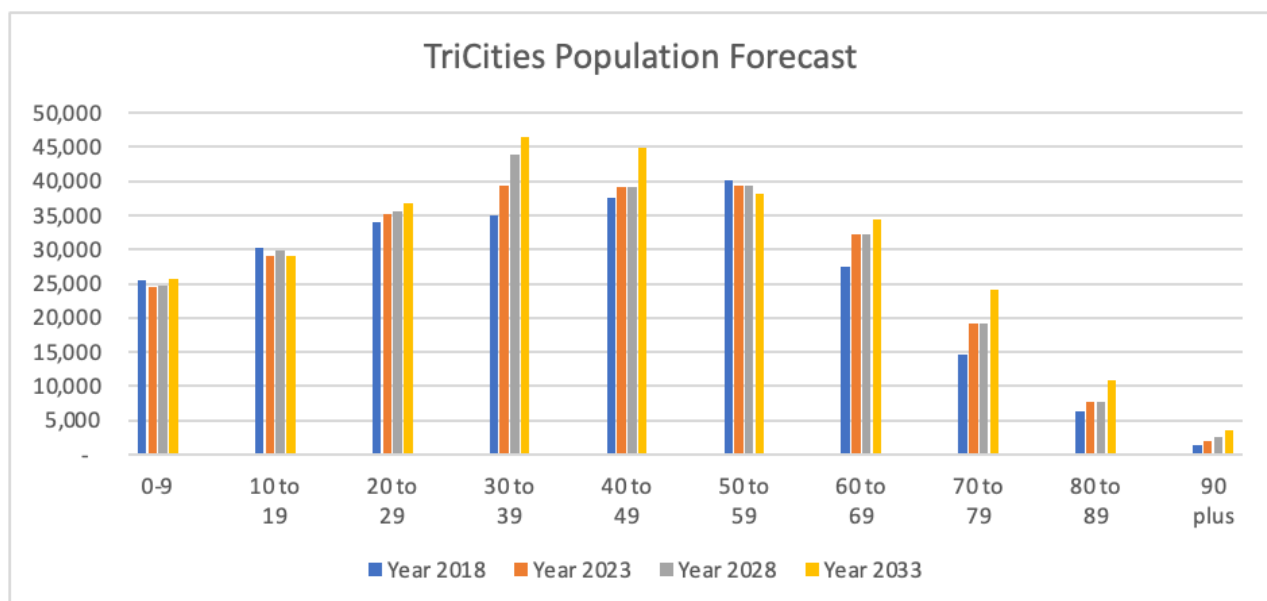
**Austin Heights, Burquitlam/Lougheed, and Maillardville.**

We have excellent public transit access, with a bus station immediately outside our doors and very close to the Lougheed "Millenium Line" Sky Train Station. As such, our location has significant potential to be the "hub" of a multi-faceted ministry.

## Our Neighbourhood Demographics

Although 44% of Coquitlam residents are immigrants, 93% of all residents speak English. The largest immigrant communities in our area are, and are projected to continue to be, from China, South Korea and Iran.

Over the next 25 years, Coquitlam expects an increase of 90,000 people, with a projected population of 224,000 by 2041. Considerable growth is anticipated in all age groups over 10 years old. To accommodate this growth, higher density housing will be the norm, creating a prime opportunity for the church to discover ways to be a "third place" connecting center.



Some of the anticipated growth will be from younger adults migrating from the downtown core due to housing costs, but for various reasons (employment or lifestyle) wanting to remain in the Greater Vancouver Area. Much of our city's growth will be through immigration, with the majority coming from the above listed countries of origin.

Our desire is that as we live into our vision, we will develop a "Welcome Home" environment for all, helping people discover in our city both physical and spiritual roots.

# Lead Pastor Desired Profile

## **Spiritual / Theological / Educational Qualifications**

- Devoted to a life of faith in and love for Jesus Christ, rooted in a pattern of prayer and personal immersion in God's word, with a clear and compelling sense of calling to spiritual leadership.
- Bachelors or Masters degree from an accredited theological institute.
- Leadership experience in a multi-staff church or other environment.
- Alignment with our "Statement of Faith."
- Credentialed (or able and willing to be credentialed) by Baptist General Conference of Canada.

## **Character Traits**

- A person who is widely respected, both by those inside and outside the church, as one whose life substantially demonstrates the biblical qualifications of church leadership (e.g. 1 Timothy 3:1-7; Titus 1:5-9 and 1 Peter 5:1-4) and spiritual maturity, especially in relationships (e.g. Galatians 5:22,23; Romans 12).
- A strong and continually growing inner life with established spiritual rhythms for personal growth, and a reputation for being guided by the Holy Spirit in discerning and doing the will of God.
- Willingness to be accountable in all spheres of life (personal, professional and relational).
- One who is able to lead and willing to be led.
- One who has demonstrated a pattern of "faithfulness" (reliability, dependability) over the long term.
- One who is demonstrating a commitment to life-long learning.
- Respectful of and able to steward a church's legacy, while at the same time helping people see and move toward a better future.

## **Skills & Abilities**

- An effective public communicator: With an understanding of and ability to respond sensitively and effectively to a Canadian secular, postmodern, multi-cultural context, he will guide people toward seeing the truth and beauty of God's Story, and inspire them to live in it well through the teaching of Scripture in life-applicable ways in the power of the Holy Spirit.

- A natural spiritual leader: He is a person who people are willing to follow, with a “follow me as I follow Christ” pattern of life (1 Corinthians 11:1).
- A visionary leader: He is one who can see a better corporate future and inspire people toward it.
- A strategic leader: He is capable of and committed to achieving predetermined results and establishing a process to reach them in a team context.
- A people developing leader: He will help people exercise and grow in their skills, working together with a common mission.
- Effective at time and energy management in his personal and professional life.
- One who has a passion for helping people who do not know Jesus come to know and give themselves to Him, and can help integrate this passion into all of church life.
- An effective networker in multiple spheres (both inside the church and in the local community and broader faith community).

## Key Responsibilities

Accountable to the congregation through the board chair, the Lead Pastor will:

- Implement the vision and strategic plan of the church, in consultation with and under the direction of the board, under-girded by a foundation of prayer.
- Ensure the congregation is well-served with an attentive “pastoral care” plan (spiritual/physical/emotional).
- Oversee and deliver a preaching program that is well-planned, teaching the “whole counsel of God,” assuming approximately 70% of the Sunday preaching responsibility.
- Champion and oversee a robust “Group Life” plan that helps people help each other engage God’s word personally, draw others into relational networks, disciple each other, and express God’s love in service.
- Oversee and develop the staff team, helping them work together in fulfilling the vision and strategic plans of the church.
- Create, develop and oversee leadership teams for all areas of church ministry, providing operational oversight for ministries, setting priorities and allocating resources in support of our strategic goals.
- Engage the surrounding community and establish connections with relevant players to establish and ensure a positive community identity and clear ministry opportunities in the Burquitlam/Lougheed, Austin Heights and Maillardville neighbourhoods.
- Champion an outward focus, considering both local outreach and international missions a priority.
- Oversee the administration of the ordinances and church family ‘rites of passage’ (e.g. Lord’s Supper, baptism, weddings, child dedications, funerals).



## Contact Information

**For More Information, please contact:**

- Pastor Mel Fehr, Transitional Lead Pastor: [mel@bmbc.ca](mailto:mel@bmbc.ca), or
- Lead Pastor Search Committee: [lpsearch@bmbc.ca](mailto:lpsearch@bmbc.ca)

**For More About Blue Mountain Baptist Church:**

- Address: 450 Blue Mountain Street, Coquitlam, B.C.
- Website: [www.bmbc.ca](http://www.bmbc.ca)

**For more about our denominational partnerships:**

- Baptist General Conference of Canada: [www.bgc.ca](http://www.bgc.ca)
- British Columbia Baptist Conference: [www.bcbc.ca](http://www.bcbc.ca)
- Canadian Baptist Seminary: [www.bgc.ca/cbs](http://www.bgc.ca/cbs)

## To Apply:

Please forward a PDF of your resume, along with a cover letter describing why you feel called to this opportunity, to [lpsearch@bmbc.ca](mailto:lpsearch@bmbc.ca). The deadline for applications is **September 1, 2023**, or until the position is filled.

**Thank you for prayerfully considering this opportunity together with us!**



BLUEMOUNTAINCHURCH