

Candidate Information:
Key Selection Criteria and Considerations for the
First Baptist Church Edmonton Senior Minister Search Process

This document outlines the key expectations, skills and abilities shaping the selection of First Baptist Church Edmonton's next Senior Minister. It is shared as a guide to potential candidates trying to decide whether or not FBC Edmonton might be the right church for them.

This is not a job description or an exhaustive list of requirements or duties. Instead, it attempts to provide candidates with a sense of who we are at FBC Edmonton, how we see the journey ahead of us and the type of leadership that we are looking for moving forward. Candidates are welcome to contact the Search Committee if they have any questions.

The elements below are not listed in any order of priority, and each of them will form some part of both the performance expectations of our Senior Minister and the skill sets, strengths and abilities that the Selection Committee will be taking into consideration during the hiring process.

1. First Baptist Church Edmonton is a unique and important congregation that seeks to continue its long history of strong, vibrant and purpose-driven ministry. As a "Destination Church", FBC Edmonton has a history of being important to not only to its members and adherents, but also as a beacon to many others across Western Canada. It also has an important impact within the Edmonton church community and with certain human services organizations. The Senior Minister must be effective in these contexts and environments. Our Senior Minister must be radically welcoming and robustly Christian in their beliefs and in their actions.
2. First Baptist's approach to spiritual formation, liturgical worship, and traditional music are cherished elements of who and what we are. The Senior Minister is expected to work within and advance these traditions. FBC Edmonton does not expect to remain static, but any changes in its worship must keep these traditions as the foundation of its growth and future trajectories.

3. First Baptist Edmonton has held at least a decade of important and decisive debates and processes regarding who we welcome and affirm and the basis on which we welcome and affirm them. These decisions are **not** subject to review or reconsideration during the foreseeable future. The Senior Minister must understand and accept this.
4. First Baptist Church Edmonton is not and has never been a church with a single or narrowly focused agenda. Our journey forward, seeking the peace and well-being of the city, and being a place that welcomes, provides safety to, and supports all of its members, will have a broad range of priorities and interests. The Senior Minister must recognize, respect and advance all of these priorities.
5. While First Baptist Church Edmonton has recently settled certain important debates and decisions, we now face important questions about what our next priorities are and how we will achieve them. The Senior Minister must have the skills to work with and lead a Congregation faced with the question “What now?”. Once that question has been answered, they will need to work successfully with all of elements within the Church to develop strategies and action plans on how to get there.
6. The Senior Minister must be able to provide insight, spiritual guidance and formation, inspiration and the ability to build broadly shared perspectives and decisions within the congregation. The Senior Minister’s leadership must be collaborative. While FBC Edmonton expects its Senior Minister to make important contributions in the consensus-building process, their approach cannot extend to attempting to impose their perspectives without building the appropriate level of support from the Congregation and other key elements within the Church.
7. First Baptist Church Edmonton is blessed with, and values greatly, its Associate Ministers and Staff. The Senior Minister must work respectfully and effectively with all Associate Ministers and Staff, offering appropriate guidance, support, and supervision. First Baptist Church Edmonton has also appreciated hearing from a diversity of voices from the pulpit over the course of each year and would expect that this tradition would be encouraged and continued. It is not First Baptist Edmonton’s practice to have a new Senior Minister replace existing staff.

8. The Congregation of First Baptist Edmonton comes from a broad range of backgrounds, has a broad range of abilities, capacities and life circumstances, and a broad range of needs. First Baptist Church Edmonton also interacts with a broad range of community members, being a downtown urban church. The Senior Minister must have a reasonable degree of comfort understanding, working with and supporting all of these demographics and must be willing to strengthen, where their experience, comfort or connection is not as strong as it should be, their abilities and presence in those areas so that they can better support all elements of the Congregation. One area of particular importance is First Baptist Church Edmonton's journey of Indigenous Reconciliation.
9. First Baptist Church Edmonton is recognized as an important partner by several human services organizations in and near Edmonton. The Senior Minister is expected to be an effective and respected voice and ambassador for the Church with those organizations, and, where appropriate, be an effective and respected partner to them.
10. The Senior Minister must demonstrate competence in theological and biblical studies and teach and preach from Scripture, recognizing the Congregational decisions taken previously by First Baptist Church Edmonton. Typically, the Senior Minister will have a degree in Divinity, Theology or a similar program from a seminary or similar accredited institution.
11. There are various generic skills required of the Senior Minister. These include, but are not limited to:
 - A heart for and commitment to pastoral care, evidencing a sincere love for people
 - Working effectively with volunteers, committees and the Church Council
 - Taking on various administrative functions or ensuring that they are appropriately delegated and supervised
 - Staff supervision and support
 - Being aware of major financial issues and ensuring, where the Council is not already engaged on such matters, that they are both aware and engaged with them
 - Being an effective steward of all Church resources
 - Being an effective and respected voice for and representative of the Church in relation to all external partners or entities where the Senior

Minister is involved

- Being capable of meeting the legal and public safety requirements (e.g. criminal records check) to work with minors
- Ensure, in concert with the Church Council, that volunteer and other resources are deployed to meet the needs of the entire Congregation as effectively as possible and to the greatest extent possible.

12. The Senior Minister will be familiar with and willing to work in the context of Baptist polity and governance traditions and practices.

13. The Senior Minister will play a key role in working with the Congregation of First Baptist Church Edmonton, and others who are committed to the same objectives, to:

- Seek the peace and well-being (Shalom) of the city
- Celebrate the God-given worth of every person and seek to worship and act in solidarity with people displaced, silenced, and harmed by injustice
- Strive to create a welcome and safe place for people who have had a difficult history with organized religion
- Heal relationships damaged by our complicity with, and indifference to, forms of oppression, some of which include racism, sexism, homophobia, colonialism and classism.

Candidates should understand and expect that First Baptist Church Edmonton will give full, fair, and sincere consideration to every candidate who meets the criteria set out above, regardless of gender, race, ethnicity, or sexual orientation.