

Florence Baptist Church

Senior Pastor Job Description



The Senior Pastor will model the purpose and mission of Florence Baptist Church to be disciples of Jesus and make disciples of Jesus. The Senior Pastor will be an advocate and communicator for the vision of the church, for the glory of God. This person will be the primary leader, teacher, and visionary, and will have a broad responsibility for the spiritual welfare, growth, and life of the church in all areas including discipleship, evangelism, and equipping the congregation for service. The Senior Pastor is to embody the essence of a shepherd and servant leader.

In addition, the Senior Pastor will:

- Have a vital walk with Jesus Christ evidenced by faithfulness, passion, and grace.
- Demonstrate a gift and a passion for teaching and preaching the eternal Word of God as revealed in the Old and New Testaments.
- Practice personal one-on-one evangelism and discipleship, while being committed to equip others to do the same.
- Be an authentic communicator, easy to understand, and down-to-earth.
- Demonstrate a willingness and ability to share with others both in a larger group setting and one-on-one from his heart and life.
- Be humble enough to accept input from those he is leading.
- Be transparent in church matters.
- Have a minimum of ten years of pastoral and teaching experience in a church.
- Be actively seeking to lead his family into a relationship with Christ.
- Be willing to relocate within the community.
- Contribute and participate in the overall life of Florence Baptist Church, including joining as a member.

ESSENTIAL DUTIES AND RESPONSIBILITIES

The Senior Pastor will be carried out in the context of church staff and ministry leaders. Our intent is that the Senior Pastor will provide leadership and oversight, and delegate responsibility as appropriate. These essential duties and responsibilities include, but are not limited to, the following: ministry of the Word, prayer, leadership, evangelism and discipleship, shepherding, teaching, and pastoral care.

1. The Senior Pastor will work in conjunction with the church staff and ministry leaders in the implementation of the mission and vision of the church.
2. Supervise the ministerial staff and other staff positions.
3. Provide vision, leadership, planning, and evaluation for the coordinated work of the church.
4. Lead the church in an effective ministry of witnessing, outreach, and evangelism.
5. Lead and coordinate a ministry of caring for persons in the church and community.
6. Provide leadership and promote teamwork among staff, committees and all organizations of the church.

7. Serve as ex-officio member of the Board of Deacons and of all church committees providing direction and assistance, when practical, in accomplishing assigned duties.

Ministry of the Word

The Senior Pastor will be the primary teacher and preacher for the church, and will convey God's Word faithfully, according to sound doctrine. The Senior Pastor should be committed to teaching the Holy Scriptures in a manner that is relevant, authentic, and personally applicable. The Senior Pastor will:

1. Preach on all Sundays (mornings, contemporary and traditional) and Wednesday prayer services.
2. Supervise the administration of the ordinances of Baptism and the Lord's Supper.
3. Be a clear and articulate speaker.

Prayer

The Senior Pastor will spend time praying daily for the ministries of the church and discipling others in the church in the area of prayer.

Leadership

The Senior Pastor will plan and lead the order of worship for the central gathering in collaboration with church staff and volunteers. The Senior Pastor will cultivate and demonstrate a heart for proclaiming the Gospel at Florence Baptist Church in the surrounding community, and throughout the world, thus continuing Florence Baptist Church's active commitment to worldwide Gospel advancement.

The Senior Pastor will lead and hold accountable all church staff and volunteers by:

1. Conducting meetings with church staff and volunteers, while working to assist staff and volunteers in achieving their ministry objectives.
2. Nurturing the spiritual health of church staff and volunteers of Florence Baptist Church.
3. Working with church staff to provide optimal functioning of administrative duties, to produce and maintain the annual church budget, and to ensure that all legal requirements for the church are met.
4. Working with church staff to establish measurable objectives in keeping with the purpose and mission of the church.

Evangelism and Discipleship

The Senior Pastor will demonstrate a lifestyle of personal evangelism and discipleship and oversee its application in congregational life, by the following actions.

1. Support and evaluate existing outreach ministries and encourage the development of new outreach ministries.
2. Encourage and motivate the congregation to bring guests to Florence Baptist Church.
3. Develop and provide oversight for a new membership class.
4. In collaboration with church staff and small group leaders, encourage people's involvement in ministry, ongoing personal discipleship, and participation in small groups.

Shepherding and Teaching

The Senior Pastor will lead church staff and volunteers in nurturing and administering the overall shepherding ministry of the church.

1. Monitor the growth and leadership of our church growth.
2. Equip and train new and existing leaders.
3. Encourage members to use their gifts to serve within the body.
4. Engage in personal and professional growth.

Pastoral Care

1. The Senior Pastor will be involved in the pastoral care of church members and attendees.
2. Provide short-term counseling as needed and/or provide pastoral care through the most effective means possible.
3. Be available and willing to perform weddings and funerals as needed, and in keeping with church policies.
4. Seek to develop and oversee a pastoral care ministry within Florence Baptist Church.
5. Cultivate an atmosphere of availability between church members and attendees with pastoral staff, ministry leaders, and small group leaders.
6. The Senior Pastor is responsible for a weekly column in the "Messenger" (church newsletter) to communicate with the membership.

Educational and Theological Requirements

Preferred qualifications for this position are at least ten years of experience in a pastoral or church leadership position and a Doctor of Divinity degree from a Baptist seminary is preferred.

The Senior Pastor must be committed to an orthodox (holding commonly accepted conventional beliefs that reflect sound Biblical doctrine) understanding of the Christian faith and adhere to our Mission Statement as published on our website. Finally, the Senior Pastor must love Jesus faithfully and passionately and lead others to do the same.

Fair Labor Standards Act Position Status: “Exempt”

I have received a copy of my job description, which outlines the responsibilities, required skills, education and experience required for this position. My signature below indicates that I have read and fully understand the requirements and that I am able to perform the essential job functions as outlined. I also understand and agree that this job description cannot be construed as an implied employment contract and that my relationship with Florence Baptist Church is still “employment-at-will.”

Signature

Date