

Job Description:

Section 3.10 Senior Pastor

The Senior Pastor is responsible to the Elder Board and the Church for the overall effort of the Church in leading people to be maturing followers of Jesus Christ by Seeking God, Serving Others, and Sharing Hope. The Senior Pastor shall preach the Gospel, administer the ordinances, watch over the membership, and have in his charge the spiritual welfare of the congregation and the stated services of public worship.

FIRST BAPTIST CHURCH NORTH VERNON

JOB DESCRIPTION SENIOR PASTOR

FBCNV'S senior pastor will joyfully lead this congregation, devoting himself to prayer and the ministry of the Word. His character – above reproach, temperate, hospitable, managing his own house well, not self-willed, not quick tempered - will be an example to the congregation and will protect the gospel witness in our community. He will faithfully shepherd the members of FBCNV, seeking their growth to spiritual maturity, and equipping them for the work of the ministry. He will guard against false teaching and straying from the faith. He will encourage the church in following the commission in Matthew 28:18-20. He will lead, knowing he will give an account to God for his stewardship, submitting himself to the authority of God's Word and the elders.

QUALIFICATIONS:

The Senior Pastor will demonstrate the character and teaching abilities described in passages such as Titus 1:5-9 and 1 Timothy 3:1-7. The Pastor Search Team will require the following evidence of a candidate's qualifications for Senior Pastor:

- Full agreement with FBCNV's Statement of Faith, Covenant, and Mission.
- Ordination, licensing, or recommendation to the ministry from a church of like faith and practice
- References of character and ability
- Clear background checks (e.g., Criminal Record, Child Abuse and Neglect)

The Pastor Search Team will also consider:

- Theological education/Bachelor of Arts, with a focus in ministry and Master of Divinity preferred.
- Previous vocational experience in the ministry
- Audio or video samples of sermons

- Existing blogs, journal articles, social media posts, or other written materials
- Additional items as requested by the team (e.g., questionnaire)

SPECIFIC RESPONSIBILITIES:

MINISTRY OF THE WORD

1. The Senior Pastor will lead FBCNV's preaching and teaching ministry. Recognizing that God's Word is central to church life and spiritual growth, he will ensure that FBCNV's main worship gatherings feature expository preaching. The Senior Pastor will devote himself to the study of God's Word.
2. The Senior Pastor will collaborate with the other pastors of the church to coordinate the preaching schedule for worship services. The Senior Pastor is expected to be the primary preacher on Sunday mornings and to ensure that the pulpit is filled by faithful preachers when he is absent.
3. The Senior Pastor will collaborate with the other pastors to appoint teachers and identify topics for other teaching opportunities (e.g., Sunday School).

PRAYER

1. The Senior Pastor will devote himself to prayer. He will regularly pray for the members of FBCNV.
2. The Senior Pastor will model the commands and examples of Scripture during public prayer at church gatherings.
3. The Senior Pastor will lead the church in a culture of prayer, in which members regularly pray for one another.

CORPORATE WORSHIP

1. The Senior Pastor will lead in planning the order of worship to include the liturgy of expository preaching, prayer, Scripture readings, congregational singing, and the ordinances.
2. The Senior Pastor will serve in the rotation of service leaders, who call the church to worship, read Scripture, and pray during worship services.
3. The Senior Pastor will oversee the church's practice of the ordinances, including believers' baptism and regular observance of the Lord's Supper.

MEMBERSHIP

1. The Senior Pastor will seek to preserve the unity of the church, building a culture of love for one another and leading members through reconciliation when necessary
2. The Senior Pastor will demonstrate faithful membership to the church.
3. The Senior Pastor will lead the church in a culture of love, fellowship, and hospitality, through means such as distributing a membership directory and forming small groups.
4. The Senior Pastor will collaborate with the elders to conduct membership interviews, recommend candidates for the church's affirmation of membership, and assist transitioning members with finding a new church home.
5. The Senior Pastor will provide leadership to situations of church discipline, in accordance with Scripture (e.g., Matthew 18:15-20, 1 Corinthians 5:1-5).

PASTORAL CARE

1. The Senior Pastor will collaborate with elders to ensure each member of the church receives ongoing pastoral care.
2. The Senior Pastor will lead in providing /overseeing counseling to church members and, if necessary, refer members to trusted counselors outside of the church.
3. The Senior Pastor will conduct pastoral visits to hospitalized members, widows, and shut-ins and performs requested pastoral services (e.g., weddings, funerals) as appropriate.

EVANGELISM

1. The Senior Pastor will serve as an example of personal evangelism.
2. The Senior Pastor will encourage and lead the church to declare the gospel in the community and among the nations.
3. The Senior Pastor will lead by example in engaging the community, seeking to see

disciples of Christ multiply.

OVERSIGHT

1. The Senior Pastor will ensure completion of ongoing administrative tasks of the church. This responsibility includes overseeing church staff and volunteers in their responsibilities.
2. The Senior Pastor will oversee a healthy elder board. He will collaborate with the elders to communicate church needs to deacons and delegate tasks to the deacon body.
3. The Senior Pastor will collaborate with the pastoral staff to oversee the elder/deacon process, and the spiritual health of its members.

COMPENSATION: First Baptist Church of North Vernon's annual budget provides salary and benefits to the Senior Pastor. The distribution of salary, health insurance, medical reimbursement, retirement, or other designated benefits will be determined upon hiring.

APPLICATION: Candidates must submit a cover letter, resume, and list of references to the chair of the Pastor Search Team, through email (pastorsearch@fbcnv.org). The Pastor Search Team will request additional information as needed (e.g., questionnaire, additional references).