



First Baptist Church Greater Washington Park
Montgomery, Alabama
Growing families, friendships, and faith!

Pastor Job Description

September 2021

Position: Senior Pastor

Purpose of Position: The Pastor provides spiritual, pastoral, outreach, administrative, and servant leadership to the congregation of First Baptist Church Greater Washington Park, so the congregation might fulfill its mission. We are seeking a pastor who can grow the church ministries (family, seniors, young adult, children, community outreach) and attract more worshippers. The Pastor relates and connects with multiple generations. In addition, the pastor represents the congregation in denominational or community organizations and activities to learn new ways that the church can support and engage with the surrounding area. Recognizing the importance of spiritual health and one's personal relationship with God, the Senior Pastor takes time for regular prayer, bible study, rest and recreation. Lastly, the Pastor extends God's grace to others and leads by example as one who is relational, authentic, transparent, and humble. "But the fruit of the Spirit is love, joy, peace, forbearance, kindness, goodness, faithfulness, gentleness and self-control. Against such things there is no law." (*Galatians 5:22-23*)

Pastoral duties and primary functions:

Worship (Ephesians 4:11-12)

- ❖ Lead Sunday morning worship that enables people to hear the word of God and participate in personal and corporate devotion and relationship with God.
- ❖ Prepare and deliver effective sermons that help congregants develop spiritually and relate faith and scripture to life.
- ❖ Prepare and plan, in consultation with the Minister of Music, all elements of all regular worship services of the Church.
- ❖ Prepare and lead communion service once a month or as needed.
- ❖ Prepare and lead all special worship events of the Church, as well as weddings and funerals unless otherwise provided for as authorized by the Church.
- ❖ Encourage congregants to discern their own spiritual gifts, develop their gifts and their own leadership abilities, and engage in the ministries to which they are called.

Pastoral Care (James 5:14-20)

- ❖ Visit or contact church members to encourage their involvement or to address their personal needs (especially all sick and homebound church members).
- ❖ Provide pastoral care in conjunction with other staff, committees, and deacons through visitation, counseling, and prayer.
- ❖ Make appropriate referrals when necessary and quickly respond to crisis situations which arise in the congregation.

Outreach (Matthew 25:35-40)

- ❖ Make a concerted effort to engage new visitors and encourage them to take an active role in the church.
- ❖ Coordinate efforts in managing, evaluating, and expanding outreach programs.
- ❖ Provide training opportunities to the congregation for outreach.
- ❖ Develop and build a children's and youth ministry.



First Baptist Church Greater Washington Park
Montgomery, Alabama
Growing families, friendships, and faith!

Administration (I Timothy 5:17)

- ❖ Oversee all areas of the congregation's ministry in consultation with the Deacons, Trustees, and Committees.
- ❖ Support, supervise, manage and provide input for the evaluation of church employees in conjunction with the Deacons.
- ❖ Build a sense of team-work among church staff and committee chairs. Hold and/or attend regular meetings to coordinate the ministries of the church and facilitate communication.
- ❖ Enable Deacons, Church Officers, Trustees, and Committee Chairs to better perform their duties through training and support.
- ❖ Work with the Trustees and Church Secretary to see that the facilities of the church are functional and in good repair.

Minimum Qualifications (I Timothy 3:1-13)

- ❖ Must be a licensed and ordained minister of the Gospel.
- ❖ Have a minimum of 6 years of pastoral experience as a senior or assistant/associate pastor, a seminary degree, and/or leadership experience.
- ❖ Possess a solid understanding of Christian Doctrine and Theology.
- ❖ Exceptional written and oral communication skills.
- ❖ Professional ability to plan and prioritize tasks, demonstrate exceptional organizational skills, and be able to keep personal member information confidential.
- ❖ Have a compassionate Shepherd's Heart and the ability and desire to communicate with and provide counseling for members of diverse backgrounds and various ages.
- ❖ Be flexible in availability for work, including evenings and weekends.
- ❖ Should be in the office a sufficient amount of time for accessibility to members of the congregation and for regular communication with members of the church staff.

Personality Characteristics/Experiences/Competencies:

- ❖ Integrity, honesty, fair, outgoing, dedicated, communicator, encourager, Christ-like character, and an uncanny ability to relate to others.
- ❖ Experience in seniors, adult, youth, and children's ministries.
- ❖ Ability to recruit and maintain a stable to growing congregation, evangelism, knowledgeable in teaching and applying Biblical Principles.

Salary and Benefits: To be determined