

PASTORAL JOB DESCRIPTION REQUIREMENTS

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We are seeking the following for consideration for the available position of Senior Pastor.

SENIOR PASTOR JOB DESCRIPTION:

To seek God's Leading for our congregation, and to provide Spiritual and Organizational Leadership to fulfill the vision and mission of the Mount Vernon Baptist Church.

DESIRED QUALITIES:

- Pursues a mature and vibrant personal relationship with Jesus Christ and a thorough knowledge of and adherence to the authoritative, inspired, infallible Word of God in Scripture.
- Preaches inspiring and challenging messages that proclaims God's Word with enthusiasm, passion, and conviction.
- Encourages and equips members of the congregation to grow in faith, knowledge of the Word of God, and Love for Jesus Christ.
- Supported by Scripture you are willing to address the compelling and challenging subjects of the day without compromise, but with grace.
- Plans and leads traditional and contemporary worship services that are motivating and engaging.
- Leads with a clear and compelling plan for the future to be achieved through creating a collaborative culture in the congregation and uniting members toward a common vision.
- Engages with organizations and communities in the broader area to promote the vision, mission, and core values of the Church.
- Inspires the congregation through the ministry of stewardship of time, talent, and treasure (i.e., tithes & offerings).
- Maintains a passion for evangelism in the local community, as well as cultivating and investing in the next generation of believers.
- Is a wise, enthusiastic, and collaborative leader and manager who is motivated to train, mentor, and supervise a multi-staff organization.
- Is willing to be a servant leader in the pastoral care of the congregation.
- Is ordained as a Baptist Minister and holds theological alignment with and adheres to the Essential Tenets of Baptist Doctrine.
- Possesses strong interpersonal and communication skills, both oral and written.
- Possesses integrity, vision, discernment, compassion, and humor.

RESPONSIBILITIES:

WORSHIP/PREACHING/TEACHING:

1. As the primary preaching minister (40+ weeks per year) you will demonstrate a consistent preaching ability and effective biblical based messages.
2. Plan and coordinate worship in conjunction with staff and lay leaders for both traditional and contemporary worship services and ensure the biblical basis of all content.
3. Oversee staff and the congregation's outreach/evangelism/mission's efforts in local communities.



STAFF LEADERSHIP:

1. Implement an effective organizational and staffing structure (including staffing changes) that achieves the mission and vision of the church.
2. Supervise and mentor staff (including annual evaluations in conjunction with the Governing Board of the Church). Ensuring efficient and effective operation and organization of the staff, all programs, and ministries utilizing each staff member's talents to achieve the highest level of performance.

At present, the current "Direct Reports" on staff are the following:

- Associate Ministers
- Board of Trustees
- Director of Finance
- Director of Ushers Ministry
- Director of Music Ministry
- Superintendent of Sunday School
- Director of Seniors Ministry
- Pastoral Aid Committee
- Director of Youth Ministries
- Director of Technology

PASTORAL/CONGREGATIONAL LEADERSHIP:

- Maintain an active and visible role in the life of the congregation and ensure that the Pastoral care needs of the congregation are met.
- Encourage and guide the congregation to mature in their personal relationship with Jesus Christ, including development and oversight of existing and new programs for adult education, disciplining, pastoral care, and missions' outreach.
- Perform weddings, funerals, Christian dedications / baptisms, pastoral visits, and emergency responses as requested and on a limited basis.

SESSION:

- Plan and moderate all Session meetings and Congregational meetings, including the Bi-Annual Congregational meeting.
- Provide an orientation program for newly elected ministers.
- Based on God's Leading, work closely with the church Governing Body to put the core values of the church into action, and nurture its identity, vision, and mission.

OVERALL ADMINISTRATIVE LEADERSHIP:

- Oversee and provide administrative leadership for the church's programs, finances, and facilities. 3
- Work with the Board of Trustees to ensure good stewardship and fiscal responsibility of the church's financial resources consistent with its mission, vision, and core values.

PERSONAL REQUIREMENTS & QUALIFICATIONS**Qualifications for the Senior Pastor includes the following:**

- Reflect the biblical standards according to 1 Timothy 3:1-7.
- Possess strong teaching skills that are both biblical and doctrinal.
- Possess an expository preaching and teaching approach.
- Preferred, a Master of Divinity degree from an accredited seminary.
- Five to ten years' experience in a church with ministerial experience, in the role of either Senior Pastor, Associate Pastor or Minister with major preaching responsibilities.
- Experience leading and engaging in local outreach efforts, and development of discipleship culture is preferred.
- Agrees with mission and values of Mount Vernon Baptist Church (<https://www.mtvmbc.org>).
- Preferred, Master of Divinity or higher from an accredited seminary in traditional Christian education.
- Minimum of 5 years of ministerial experience, in the role of either Senior Pastor, Associate Pastor or Minister with major preaching responsibilities.
- Current resume & cover letter explaining why you are interested in this position.
- DVD Sample of a Live Sermon.
- If any, links to social media posts and blogs.