

First Baptist Church, Manchester, CT Senior Pastor Job Description

Our Church:

First Baptist Church of Manchester (FBCM) is a Southern Baptist Convention (SBC) church located in the suburb of Manchester, Connecticut. FBCM is a praying, Bible-centered, teaching and preaching church, multigenerational with a diverse ethnic background. We are bound by faith, love, fellowship, and generosity, with a heart for missions, community outreach, the will of God and the people of God.

Job Description:

The Senior Pastor shall be called by God as a full time, ordained minister. The Senior Pastor is to serve God and the church by providing spiritual leadership and vision to the congregation, ensuring the health and growth of the congregation through preaching, teaching, organizational direction and administrative oversight, developing discipleship strategies that cultivate spiritual growth, and seeing that the needs of the congregation are met through the shared ministries of the church.

Role of the Senior Pastor:

The Senior Pastor's primary role is to faithfully preach and teach God's Word, lead and participate in community outreach, supervise ministerial and support staff, and to care for the members of FBCM. In addition, the Pastor serves as Chief Administrative Officer of the church under the authority of the congregation and in consultation with other designated leadership and appropriate committees, utilizing the talents and gifts of the ministry staff and the lay leaders and members of the congregation to advance the gospel for the glory of God's kingdom.

Vision and Passions:

- Adopt, communicate, and carry out the mission and vision of the church.
- Establish a vision for the church that encourages cohesiveness and a purpose.
- Provide a solid, biblically based preaching ministry to meet the needs of the congregation and visitors.
- Maintain church unity throughout the congregation.
- In conjunction with the staff and the Worship staff, plan and lead in worship including:
 - Development of the order of service
 - Selection of music
 - Length and number of services
 - Administering the ordinances of Baptism and the Lord's Supper
 - Development of seasonal events and services
 - Preaching at worship services of the church
- Encourage and nurture the spiritual development and beliefs of the congregation (adult and children) by ensuring that a program of regular teaching of the Bible is in place.
- Schedule periods of time for study, preparation, and planning, in order to develop and maintain a deep level of personal spiritual growth.
- Demonstrate pastoral support for the youth programs and a sensitivity to young children.
- Provide appropriate pastoral counseling.
- Supervise and share in the church's visitation program to members and friends confined at home or in the hospital; to new member prospects; and to inactive and/or absent members, though some of these tasks may be delegated to the Associate Pastor or deacon members.

- Conduct weddings and funerals, sharing and delegating these responsibilities with other ministry staff.
- Supervise all paid staff, both pastoral and non-pastoral, through active mentoring and regular feedback in accordance with the church's Policy and Procedures Manual. Ensure a coordinated ministry. Work with the Personnel Committee to provide staff goals, regular checkpoints, and annual evaluations.
- Inspire the creativity of the staff to develop a well-rounded ministry for spiritual growth, fellowship, Christian education, evangelism and missions.
- Encourage and challenge the congregation when appropriate to increase meaningful involvement in the life of the Church.
- Work with duly constituted committees, approve the selection and hiring of staff members filling all programs of ministry in conjunction with the personnel committee.
- Participate in developing the budget; publicly support and participate in capital fundraising efforts and stewardship programs.
- Actively promote and support, when appropriate, the work and programs of the association and denomination.
- Attend and participate in all council and congregational meetings. Serve as ex-officio member of all committees but attend only selected meetings to provide pastoral leadership as appropriate.
- Adhere to church constitution and bylaws.

Personal Qualities:

- Demonstrate a personal faith in Jesus Christ
- Show evidence of a continuing growth in spiritual life
- Demonstrate a high level of personal moral integrity
- Be strongly committed to the sole authority of the Bible and a theology that aligns with the Baptist Faith and Message
- Commit to biblically based teaching and preaching
- Dedicate time and align resources with the local church and its denominational affiliations
- Called to serve in this pastoral ministry
- A person of Prayer and the Word
- Leading a life centered on the pastoral values outlined in 1 Tim 3:1-7

Education & Experience:

- Undergraduate degree from an accredited college or university
- Masters level (Divinity, Theology) or Doctorate degree required
- 3+ years as Pastor, preferred

Compensation:

Salary commensurate with experience and related factors.

To Apply: Please send your resume or questions to fbcPastorSearchCom@gmail.com