

Document	FBC-JD-028
Revision	A
Date	12/20/2023

Job Description – Head Pastor

I. Character Qualifications:

- A. Experiences a growing relationship with Jesus Christ.
- B. Models a Christ-centered marriage and family life.
- C. Spends consistent time in prayer and personal Bible study.
- D. Prays regularly concerning the church's overall work and direction.
- E. Meets the qualifications of elders (1 Timothy 3, Titus 1)
- F. Models a servant attitude in leadership (humility, teachability, discipline and accountability)
- G. Works well with others (a team-player)
- H. Displays initiative and follow-through, a self-starter.

II. Responsibilities:

- A. Provide the primary leadership to the church body to develop and fulfill the vision and mission of the church in accordance with its values.
 1. Lead the deacon board in proactive strategic thinking and planning that is relevant to our local culture.
 2. Provide leadership to and supervision of other paid ministry staff and the church secretary.
 3. Appoint, with the approval of the Deacon Board, an individual to serve as Worship Coordinator.
 4. Lead continuing development and implementation of church vision and mission through leadership of regular "hub" meetings. (Meetings with all committee leaders, or other representatives of the church's committees.)
- B. Preach and teach the Word of God
 1. Shows disciplined and accurate Scriptural interpretation.
 2. Prepares and delivers biblically based sermons that align with the vision and mission of the church.
 3. Delivers sermons that include personal application and are balanced to encourage unbelievers to know Christ and believers to grow spiritually and to share the truth of Christ with others.
- C. Shepherd the Congregation
 1. Connect relationally with congregants.
 2. To be in office and available to meet with congregants at least 12 hours each week.
 3. Provide counsel when appropriate
 4. Perform weddings, funerals, child dedication, and baptism for church members
 5. Administer the Lord's Supper
 6. Lead the deacon board in shepherding church members
 7. Stay in touch with those who need care and mercy, knowing when to be in the right place at the right time during a critical need.
- D. Lead ongoing development of church leaders, specifically men

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- E. Attend regular deacon meetings and serve as a non-voting member of the board
- F. Pursue personal development and encouragement through annual attendance to off-campus workshops, conferences, and seminars.

III. Accountability to Deacon Board

- A. Operate in submission to the board's collective authority.
- B. Report monthly on his responsibilities and ongoing ministry.
- C. Undergo an initial 90-day, then annual evaluation by the board.

Revision Notes:

12/20/2023 Rev A – Adopted by Deacon Board