



Job Description

First Baptist Church of Newton, NJ

Senior Pastor

Job type: Full-time

Category: Senior/Lead Pastor

Location: Newton, NJ **Post Date:** September 15, 2025

OVERVIEW

First Baptist Church is one of the oldest biblical churches in the rural, northwest corner of New Jersey's Sussex County. Spanning 190 years of history, the church exists today as a testimony of God's faithfulness and tender care.

First Baptist is a Bible-based, gospel-focused Baptist church of around 63 members with approximately 76 people in attendance on a Sunday morning. Though in a time of transition while seeking a new pastor the church remains strong and united, with a solid core of committed members and attendees. The current leadership (elders, deacons and trustees) is comprised of good, capable men who are humbly seeking to lead the congregation through this time of transition. The outlook of the church is optimistic as the members have embraced the current situation in the sovereign purposes of God, firmly believing that the Lord has even better things in store for the next phase of church life.

A strength of our congregation is the maturity of the members. Quite a few in the church have been Christians for many years, and also have a solid grasp of the Bible and essential Christian doctrines.

As is true of any church, there are needs within the body. Because it is an older congregation there is a need for casting a vision to build the next generation of FBC members. The church leadership is committed to attracting and nurturing younger believers and their families.

DESCRIPTION

The Pastor, along with the other Elders, shall oversee and conduct the worship services and administer the ordinances of the church. He shall watch over the spiritual interests of the church and shepherd the flock through preaching, teaching, and counseling, seeking to apply the Scriptures in both public and private shepherding contexts. He shall lead by word and by example, with patience and faithfulness, and shall be responsible for the general development and welfare of the church.

In keeping with 1 Timothy 3:1-7, the Pastor will set his highest priority upon the required character traits while giving constant attention to the growth and development of his gifts and abilities as a pastor. He must be a man who is devoted to God, to prayer and the study of His Word.

POSITION DETAILS

Education: BS/BA degree in Biblical studies or like a major. MDiv from an evangelical seminary preferred.

Experience: A minimum of 5 years in church leadership and preaching experience is preferred.

Accountability: Elder board (as a co-equal) in matters of faith, scripture, and leadership.

To the church membership with regards to church constitutional government.

Direct Reports: Church secretary

Align to: FBC Constitution

Work schedule: Five days on two days off per week

Remunerations: Salary, parsonage, paid vacation time; health care allowance, professional development and book stipend, IRA, and travel expenses.

Parsonage: Suitable for a large family - pastor, wife and children to reside in. The house is a stately, yet modernized late 1800's Greek Revival style home. It has five bedrooms, three full baths and a half bath. The master bedroom has a private bath and adjoining sitting room. There is a large kitchen and dining room. In addition, the house features a large study. Utilities and internet service included.



RESPONSIBILITIES

- Develop a short and long term vision for the church and devise a plan for how the church will carry out that vision.
- Work alongside church leaders to implement the vision and mission of the church through effective leadership, an exemplary life, biblical exposition, pastoral care, and gospel-centered discipleship.
- Conduct the Sunday morning and evening (as scheduled) worship services; teach the adult Sunday school class; conduct the regular weekly prayer meetings and lead in observance of ordinances (communion and baptisms).
- Prepare and deliver expository, applicatory sermons that are gospel-centered and based solely on the authoritative Word of God.
- Develop weekly worship service bulletins with sermon titles and appropriate scriptures, prayers, hymns and praise songs; coordinated with the church secretary to publish.
- Develop and implement ministries; mentor congregants to effectively share the gospel to grow the existing church through building gospel-centered relationships in our community.
- Conduct new membership classes for those who desire to become members.
- Visit members and prospective members. Conduct timely hospital visits, nursing home and in-home visits.
- Demonstrate hospitality
- Conduct counseling sessions; wedding ceremonies; conduct funerals.
- Lead members in building upon the existing church infrastructure, as well as creating new infrastructure where applicable, to address all facets of proper and desirable church activities, with a view to attracting new members.
- Cooperatively work with the elder board and provide support and direction to the deacons, trustees, staff members and committees as they perform their assigned responsibilities.
- In consultation with the elders, keep the church informed of all pertinent congregational matters that bear upon the positive spiritual tenor, life and ministry of First Baptist church.
- Cooperate with regional and state association and denominational leaders of like-minded local ministries in matters of mutual interest and concern. Represent the church in civic matters.
- Serve as a member, ex-officio of all boards, organizations and committees of the church.
- Above responsibilities represent the current general requirements of our church but are not limited to other responsibilities as new and various needs develop.

