

BIG SPRINGS BAPTIST CHURCH PASTORAL JOB DESCRIPTION

Position: Lead Pastor
Status: FT Exempt
Salary: Competitive, D.O.E.
Housing: Parsonage
Effective: Upon hire

CHARACTER – The Lead Pastor of BSBC will:

1. Demonstrate a clear testimony of faith and a passionate devotion to Christ and His church.
2. Exemplify the biblical leadership qualities of an elder/overseer found in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-5.
3. Maintain a strong devotional life of prayer and personal study of God's Word resulting in a deepening spirituality.
4. Live out and teach a lifestyle of adherence to biblical standards of morality, ethics, and maturity, agreeing with the [CONVERGE Affirmation of Ministerial Ethics \(addendum\)](#)
5. Accomplish his responsibilities as a shepherd of God's flock with a spirit of humility, servanthood, honesty, integrity, and unity.
6. Possess strong interpersonal skills, being able to relate to all age groups and share his ministry with others as part of a team.

QUALIFICATIONS – The Lead Pastor of BSBC will:

1. Agree with the doctrinal and vision statements, constitution, and core values of this church (addendums 2,3,4, 5).
2. Work with other lay leaders to fulfill the mission of the church to "glorify God through growing mature disciples of Jesus Christ in our community and world."
3. Have significant pastoral education/training/experience, preferably resulting in ordination.
4. Be willing to be accountable to God and His Word, as well as the leaders and members of BSBC, CONVERGE, and ministry partners.
5. Be comfortable in a solo pastor role focusing on lay cooperation/training for multiplied ministry.
6. Be competent in administrative, managerial, and technological skills.
7. Be self-motivated, a team player, community-minded, and careful to keep confidences.

RESPONSIBILITIES – The Lead Pastor of BSBC will:

1. Normally preach at worship services and special events of the church and support an active music program as an enriching part of the church's worship and education.
2. Regularly teach God's Word to adults in large and small group settings.
3. Administer the ordinances and ceremonies of the church.

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4. Serve as an ex-officio, voting member of organizations, boards, teams, and committees of the church to give input and receive feedback and attend all meetings of the Deacon Board.
5. Facilitate visitation of shut-ins, elderly (including nursing home services), the ill, grieving, as well as visiting, erratic and regular attendees.
6. Have training and experience in personal, pre-marital, marital, and crisis counseling in a safe and non-intimate setting, being aware of his limitations and referring to professionals when necessary.
7. Work with leaders and congregants to identify, develop, and organize ministry opportunities (local, regional, and international), especially for evangelism and outreach.
8. Identify, motivate, mentor, equip, train, and oversee staff, and volunteers for successful ministries in leadership and services.
9. Provide competent conflict resolution resources.
10. Participate in the Alcester Ministerial Association and the events and activities of Alcester (as well as the surrounding communities that the church serves, as time allows).
11. Represent and encourage lay participation from BSBC at CONVERGE HEARTLAND DISTRICT and CONVERGE WORLDWIDE events.
12. Participate in on-going education and training opportunities that will enhance the ministries of this church.