

Position Description: PASTOR

Karl Road Baptist Church

Position Summary: The Pastor is called of God and the church to influence and improve the spiritual health of the congregation with the following responsibilities, relying upon the Holy Spirit, and partnering effectively with staff and lay volunteers with personal effort. The Pastor will report to the Ministry Council through the Staff Relations Ministry Team.

RESPONSIBILITIES:

1. Lead the preaching ministry with time for reflection /preparation on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community, and the world. (*preaching, interpreting the faith*)
 - Communicate the Gospel clearly and effectively from the pulpit.
 - Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to persons' lives.
 - Assist and/or delegate to any Program Staff (i.e., Worship Director) and other lay volunteers the quality and content of all other aspects of the worship experience.
 - Ensure technological resources available are utilized to allow all in attendance (whether in person or virtual) to participate in worship.

2. Develop and maintain programs and activities for enlarging the membership and/or the church's vision for ministry and turn vision into reality and to sustain it in the church. (*church growth, leadership*)
 - Lead any process to identify the church's present or future direction in consultation with the church's leaders. Be the primary communicator regarding the church's vision to the congregation and the community. Bring into alignment the various ministries of the church so they will help fulfill the church's direction.
 - Along with staff and lay leadership, develop strategies to attract young adults (30–45-year-old) and families with the goal of bringing more youth and children into our fellowship and to look more like our surrounding neighborhood.

3. Provide opportunities for individuals or groups to understand and enhance the spiritual dimensions of their personal lives. (*spiritual life development, leadership development*)
 - Promote, educate, and facilitate any ministry in the church which can enable the congregation to mature spiritually, including the discovery and application of their spiritual gifts.
 - Model a life of consistent Bible study, prayer, love for and enjoyment of God, love for his spiritual brothers and sisters, concern for the lost and being spiritual salt and light in the culture.
 - By example and words educate, encourage, and motivate the congregation to effectively share their faith in Jesus Christ with others.
 - Be responsible for the continuation of current focus on Discipleship (Triads).
 - Seek to recognize and call forth the potential of persons as leaders, providing opportunities for their training and growth.

4. Provide by word and presence an empathetic understanding of and concern for persons in the routine and joys as well as the crises and transitions of life, giving assistance where appropriate and feasible. (*pastoral care, nurturing fellowship, visitation*)
 - Create an atmosphere in which persons feel accepted, included, and cared for, and can identify with the congregation
 - Make formal and informal connections with church members or others in their homes, at work or in other settings.
 - Initiate authentic relationships with members and friends of the congregation, intentionally reaching out to new visitors, and seeking to resolve personal conflicts in a Christ-like way.
 - Be ultimately responsible for the pastoral care response of the church. This includes but is not limited to such activities as hospital visitation, officiating weddings and funerals, counseling, baptisms and attending church group functions.

5. Enable the staff to accomplish their duties and responsibilities and encourage their personal and professional growth. (*personnel supervision*)
 - Provide direct supervision and complete performance evaluations of the program staff.
 - Be a good team player who is willing to learn from, teach, and collaborate with the staff.
 - Work regularly with the Staff Relations Ministry Team on staff performance and needs.

QUALIFICATIONS:

Personal Characteristics:

- Ability to clearly communicate the experience of personally accepting Christ as Savior and Lord
- Reliance upon the Holy Spirit in the daily decisions of life, including a disciplined devotional life and study habits
- Ability to clearly communicate how and when God's call into the ministry occurred
- A demonstrated commitment to personal spiritual renewal and continuing education
- Conservative theological beliefs which include but are not limited to the following:
 - Salvation is only through faith in Jesus Christ
 - The Bible is the inspired Word of God and the absolute authority as a guide for life, faith, and worship
 - Christians have assurance of eternal life
 - Believer's baptism by immersion and communion are ordained by God

A proven record demonstrating skills to accomplish the responsibilities above, including but not limited to:

- Effectiveness in preaching, teaching and leading worship.
- Stimulating church growth especially young families
- Keen sensibilities to other language, ethnic, and/or cultural groups and settings. (*multicultural sensitivity*)

- Ability to identify and evaluate the needs of the community and work to meet those needs through individual and/or corporate action. (*community assessment/involvement*)
- Motivating and empowering others to use their spiritual gifts
- A passionate desire to reach lost souls
- Experience in and passion for Pastoral Care
- Experience supervising full-time and/or part-time staff

Education/Experience

- A formal education which includes college and seminary degrees or the equivalent
- Five or more years of full-time ministry experience
- Consider: ABC ordained or eligible for ABC Ordination

Other attributes:

- A demonstrated record of strong support for local and worldwide missions
- If married, a spouse who has accepted Christ and supports the ministry without sacrificing family needs
- Willingness and flexibility to adjust the style and format of worship to the needs of the congregation
- Willingness to occasionally share the pulpit with a guest speaker, pastor, or missionary
- Willingness to associate with the secular and ecumenical communities
- Willingness to implement contemporary approaches to meet spiritual needs
- Willingness to encourage women's role in ministry.