



Every Member In Study And Ministry

***St. Paul's Baptist Church
One Hagerty Boulevard
West Chester, Pa 19382***

SENIOR PASTOR POSITION DESCRIPTION

PRINCIPLE FUNCTION:

The Senior Pastor must be called of God and is responsible to the church for providing spiritual and administrative leadership. His/her chief function, with the support of the Board of Deacons, is the spiritual welfare of the Congregation. The Pastor shall preach the gospel, administer the ordinances, watch over the membership, work to create an environment to nurture spiritual and numerical growth, and promote the church's mission and vision. The Pastor shall have supervisory authority over all paid and volunteer staff and shall serve as an ex officio member of all boards, committees, and auxiliaries of the Church. The Pastor shall oversee the pulpit ministry of the Church and shall designate specific ministerial responsibilities to all associate clergy.

QUALIFICATIONS:

- The Senior Pastor should hold a Master's degree or higher from an accredited Bible College or Seminary. (or will obtain within 6 months)
- Have a minimum of 5 years of pastoral ministry experience.
- The Senior Pastor's background should demonstrate successful achievement in preaching, teaching, music ministry, pastoral care, associate clergy development, youth initiatives, program planning and development, Church administration, and outreach.
- The Senior Pastor Candidate should meet the qualifications listed for an overseer as stated in the following Biblical references: 1st Timothy 3: 1-7; Titus 1: 6-9; and 1st Peter 5: 1-4.
- Proven character with spiritual and moral discipline.
- Biblical literacy and understanding of Baptist polity.
- Strong communication and leadership skills.

SPECIFIC RESPONSIBILITIES:

- Boldly preach and proclaim the whole counsel of God's inspired Word with both depth and breadth. The Holy Bible is the source for preaching.
- Teach Christ-centered, informed doctrinal truth of God's inspired Word, accurately communicate the gospel, and faithfully preserve the purity of the doctrine of the Christian faith.
- Conduct regular worship services, including revivals, and administer the Biblical Ordinances of Baptism and Communion.
- Communicate the mission and vision of the Church clearly and consistently and ensure execution.
- Supervise the Minister of Music in developing a music program that provides God-honoring themes of worship and integrates all types of sacred music into the worship experience for all ages of the congregation.
- Lead and equip the ministerial staff to accomplish assigned responsibilities and to develop skills useful in the broader Christian ministry.
- Assure the development of future deacons, leaders, teachers, and ministry leaders, and will focus attention on youth development initiatives.
- Oversight and general supervision of all interests of the church. Consult with the Board of Deacons in all matters of spiritual and administrative policy. Consult with the Board of Trustees in all matters of financial fiduciary trust.
- Visit and council members as appropriate, conduct funerals, perform marriage ceremonies, provide community outreach leadership, and support evangelistic opportunities to spread the gospel and win souls to Christ.
- Represent the religious interest of the Church in the local Community, and at District, Regional, State, and National Conventions, and other religious bodies.
- Participate in formal annual reviews by the Board of Deacons and make annual progress reports to the congregation at the Church annual meeting.
- Support and expand the Church's online ministry presence, ensuring it is inclusive and engaging for remote members

ROLE-MODELING THE CHURCH'S MISSION:

- Prayer permeates his/her pastoral ministry and encourages the Church family to prioritize prayer in their lives and ministries.
- Embrace the Church's mission of preaching, teaching, healing, and making disciples.
- Dedicated to personal family and interacts with both the church family and community.
- Provide consistent pastoral care and spiritual accountability with other members of the Church and the family of faith.
- Demonstrates a consistent devotional life of prayer, Bible study, and meditation on God's Word.
- Participates in both local and global mission efforts.

ADMINISTRATIVE LEADERSHIP:

The Senior Pastor should evidence the following characteristics:

- Demonstrates the demeanor of Jesus Christ
- Relates effectively to a diverse community (approachable)
- Inspires confidence in leadership skills and decision-making ability
- Is well organized, communicates clearly, listens attentively, and shows discernment
- Is a certified, ordained Baptist minister in good denominational standing
- Demonstrate spiritual and administrative leadership through Godly living
- Possesses organizational and managerial skills to expand church programs and develop a vision for the future.

Interested candidates must submit a résumé along with a letter of interest (maximum 1.5 pages).

The letter should clearly articulate your vision for serving as Senior Pastor and demonstrate how your skills and experience will contribute to St. Paul's spiritual vitality and practical growth.

Resume should be submitted electronically to:

PulpitSearch@stpaulsbaptist.org

or mail to:

St. Paul's Baptist Church
Attn: Pastoral Search Committee
1 Hagerty Boulevard
West Chester, PA 19382