

# Senior Pastor Job Description

## Metro East Baptist Church

Approved by the Personnel Committee June 9, 2010

1. Preach and Teach
  - a. He is the primary preacher/teacher in the church's worship service.
  - b. He devotes a significant amount of time and effort to the study and exposition of God's Word.
  - c. When speaking, he preaches/teaches the scriptures with clarity and enthusiasm in order to connect with diverse levels of spiritual maturity of the attendees.
  - d. By his instruction as well as personal example, he promotes the missions outreach of the church and equips the congregation to serve the body, evangelize those in their sphere of influence, and to worship in spirit and in truth.
  - e. He performs or oversees the pastoral duties associated with the ordinances of the church.
2. Shepherd the flock. He values the flock as God's faithful under-shepherd. By personal involvement as well as general oversight, he ensures that the flock is properly cared for.
  - a. He protects the flock from false teaching, having both knowledge and courage to safeguard the flock from harm. Through his watchful oversight, he assures conformity of all programs and ministries of the church to the truth of God's Word.
  - b. He prays for the flock, corporately as well as individually.
  - c. He provides wise and biblically accurate spiritual counseling to the flock.
  - d. He assures that members of the flock receive proper care in times of crisis.
  - e. He leads members of the flock in biblical conflict resolution.
3. Provide biblical vision and leadership to the church
  - a. As a member of the Elders, he works alongside them other Elders to develop vision for the church, determining strategies and goals.
  - b. Under the oversight of the Elders, he manages the pastoral staff in day-to-day affairs.
  - c. He provides personal oversight and counsel to each member of the pastoral staff, encouraging them to grow in spiritual maturity as well as helping them set and achieve goals that conform to the vision of the church.
  - d. He regularly evaluates the performance and growth of each member of the pastoral staff, with inputs from the Elders.
  - e. He is the primary spokesman and communicator of the vision developed by the Elders to the church body.
  - f. He provides direction to all aspects of public worship services.
  - g. He develops and maintains a close working relationship with all church committees, as required to fulfill the vision of the church.
4. Personal Lifestyle and Accountability
  - a. He is dedicated to his own spiritual growth and close fellowship with Christ (for out of this flows all that is required to be a shepherd)
  - b. He is accountable to the Elders and ultimately to the church as a whole.
  - c. Under the direction and approval of the Elders, he will develop and maintain an accountability partner to support him in his personal walk with Christ.
  - d. He keeps his family as a priority, loving and caring for his wife and children (if applicable), as Christ loves the church.
  - e. He takes personal time to care for himself, physically, emotionally and spiritually.
  - f. The Senior Pastor is responsible to the Church Council for ensuring the Strategic Vision is clear, relevant, and embodied in the Church's tactical direction as demonstrated by the entities represented on the Council. As part of this responsibility he is to raise a concern if the actions of one or more ministry areas do not seem to align with the vision."