

**JOB DESCRIPTION**  
**SENIOR PASTOR**  
**First Baptist Church, Sanger, Texas**

The Senior Pastor is called by God to follow Christ in a life of discipleship, utilizing the leadership gifts of the Holy Spirit to lead the church in carrying out the Great Commission for the purpose of expanding the kingdom of God. The Senior Pastor is responsible to the church to proclaim the gospel of Jesus Christ and teach the biblical revelation; to engage in outreach ministries and pastoral care; to provide administrative leadership in all areas of church life, and to act as the chief administrator of the paid staff.

**QUALIFICATIONS:** The Senior Pastor should have an active, transparent prayer life as the foundation of his ministry and maintain a visible presence on the campus of the church and in the community. He must be a licensed and ordained minister of the gospel. He must demonstrate appropriate theological, doctrinal and administrative skills to adequately fulfill the requirements of the position. He must be the graduate of an accredited seminary, with a minimum of a Master's degree. He will reside within the confines of the Sanger Independent School District.

**Proclamation**

- Lead in the planning, coordinating, and evaluating of the congregational worship services.
- Prepare, schedule, and deliver Biblical sermons on Sundays and Wednesdays.
- Plan, schedule, and promote other Bible study opportunities, such as revivals and Bible conferences, to promote spiritual growth.
- Plan, schedule, and promote the observance of the ordinance of the Lord's Supper and Baptism.

**Evangelism**

- Lead the staff and the church in an effective program of evangelism and outreach.
- Make and coordinate visits to prospects and unchurched.
- Plan evangelism events throughout the year to engage the community with the gospel of Jesus Christ.
- Assist the church organizations in providing opportunities for members to be directly involved in missions and ministry – locally, in Texas, nationally and internationally.

**Pastoral Care**

- Meet with the Deacon body on a regular basis to enlist their support in fulfilling the pastoral duties of the church.
- Work with the Deacon body to develop a balanced program of shared pastoral ministry.
- Lead the church in an effective program of pastoral care for persons in the church and the community.
- Conduct counseling sessions, perform wedding ceremonies and conduct funerals.
- Make and coordinate timely visits to the hospitals, nursing homes, and shut-ins as needed.
- Emphasize planning to ensure church members experience true fellowship with the Body of Christ.

## **Leadership**

- Oversee the spiritual growth and well-being of the congregation.
- Provide administrative leadership and support for the total church program.
- Serve as a mentor, a coach, and as an example to the ministerial staff while actively building a team spirit.
- Lead weekly staff meetings and annual staff retreats.
- Work with church leaders, program directors, and committees as they perform their assigned responsibilities.
- Serve as chairman of the Church Council.
- Guide the Church Council to define, communicate, and evaluate the church's goals, mission, vision, and strategy.
- Act as moderator of church business meetings.
- Promote and maintain a professional development plan through personal reading plans, conferences, and formal education for the entire ministerial staff.

## **Denominational and Civic Cooperation**

- Cooperate with the Denton Baptist Association, Baptist General Convention of Texas, and denominational leaders in matters of mutual interest and concern.
- Keep the church informed concerning the state of the church; mission, vision, progress, needs, etc.
- Represent the church in civic matters.
- Lead our church to actively support and participate in local Sanger and Denton County community activities.

## **Serve as primary staff liaison to the following:**

Personnel Committee	Church Council
Finance Committee	Deacon Body
Scholarship Committee	Lord Supper Committee
Baptism Committee	Missions Committee

(The Senior Pastor may delegate a committee responsibility to a ministerial staff member)

## **Supervision:**

The Personnel Committee provides ongoing accountability and support of our Senior Pastor on behalf of the congregation using church approved Personnel Policies and Procedures.

The ministerial and support staff members of the church are accountable to the Senior Pastor, unless supervision is delegated to another ministerial staff member. He has the responsibility of coaching, encouraging, and supervising the staff using church approved Personnel Policies and Procedures. He will work with the Personnel Committee regarding ministerial and support staff salary, scheduling vacation time, benefits, as well as the completion of job performance evaluations.