

Orcutt Baptist Church is seeking a visionary Senior Pastor who shares our belief that the Bible is God's word and the foundation on which we stand. We are seeking an individual with experience to lead and guide us spiritually; preach, teach and interpret the scriptures; provide pastoral care and counseling; assist with outreach into the community; participate in local and state ministerial associations; and build a multi-generational church through evangelism and outreach.

Responsibilities

I. Teaching, Worship, Congregational Care, and Outreach

- **Biblical Teaching and Discipleship:** The Senior Pastor will emphasize the continual need for Christian growth to the congregation. He will ensure a wide variety of learning and discipleship opportunities are made available to the congregation and encourage participation.
- **Worship:** The Senior Pastor has the responsibility to coordinate all elements of worship with the Associate Pastor and Music Ministry Coordinator.
- **Care, Counseling and Encouragement:** As our Senior Pastor the individual selected must develop personal relationships with church members by applying caring concern through counseling, hospital visits, and general visitation.
- **Outreach and Evangelism:** The Senior Pastor must challenge the congregation to reach out to the unchurched and unsaved in the spirit of the Great Commission. He will extend the Christian mission through leadership and service and equip others to do the same.

II. Leadership and Administration

- **Church Vision and Direction:** The Senior Pastor will lead the congregation in developing a short-term and long-term vision for the church.
- **Leadership Development:** The Senior Pastor will lead and encourage those in leadership roles, both professional staff and lay leaders. He will work closely with all church ministries and committees in planning and organizing programs to implement the Church's vision and help streamline decision-making procedures. He will also attend meetings of the Church Council, business meetings, and Deacon's meetings.
- **Multi-Generational Growth:** The Senior Pastor must have experience and a heart for growing a congregation representing all age groups with an emphasis on younger families with children.

- Administration: The Senior Pastor will lead, guide, mentor and encourage the church staff. In addition, the Senior Pastor will be expected to counsel staff on their performance while also helping to maintain staff morale through his policies and practices.

IV. Accountability

- The Senior Pastor is accountable to the congregation through the Personnel Committee and the Deacon Body. Performance, compensation and benefits reviews will be conducted annually by the Personnel Committee.

Requirements and Compensation:

We prefer the Senior Pastor to have a Master of Divinity degree. The candidate must have at least 5-10 years of progressive church leadership experience. Experience as a Senior Pastor for at least five years is preferred.

A competitive compensation package is available based on education and experience.

About Us:

Orcutt Baptist Church, located on Baxter Lane in Newport News, VA had its beginning on June 26, 1892. Located in the Hampton Roads area of Virginia, our area is rich in recreational opportunities and historical sites. Most of the church members reside in the city of Newport News, but the membership also extends into neighboring towns and counties. Our membership is varied. We have teachers, government workers, nurses, first responders, secretaries, military personnel, retirees, etc., which is a close representation of the community. On average, attendance at Sunday morning worship is 150. About 75 percent of our congregation is 50 years of age or older.

Orcutt Baptist Church is affiliated with the Southern Baptist Convention, the Baptist General Association of Virginia, and the Virginia Peninsula Baptist Association.

Additional information about Orcutt Baptist Church can be found at www.obcnn.org.

Contact the Pastor Search Committee:

For additional information or to apply for the position, contact the Chairman of the Pastor Search Committee at pastorsearch@obcnn.org or call (757) 249-1280. Applicants please email your resume, letter of interest, links to sermon samples, and references or mail the package to Orcutt Baptist Church, Attention: Pastor Search Committee, 653 Baxter Lane, Newport News VA 23602.