

Pastor Job Description

Valley Baptist Church
320 Church Street, Salinas, CA 93901

POSITION DESCRIPTION

Valley Baptist Church in Salinas California is seeking a full time, salaried Senior Pastor, who is called by the Lord to lead the congregation through the Word and Prayer.

WHO IS VALLEY BAPTIST CHURCH

Valley Baptist Church was founded on January 1, 1996 as a union of First Southern Baptist Church (founded in 1948) and Bethel Southern Baptist Church (founded in 1957).

VBC is located in the downtown area of Salinas. Centrally located in California, 1 hour south of San Jose and 20 minutes from the coast. The Salinas Valley is known for its agriculture.

Valley Baptist has a loving, caring congregation of about 120 adult worship attendees. The purpose of the Church is to reach people for Jesus Christ and help them grow toward Christian maturity in faith and practice.

SNAPSHOT

- State: California
- City: Salinas (Monterey County)
- Population: 157,218 (2016)
- Denomination: Southern Baptist
- Church Size: 120-150.
- Make up: Multicultural English speaking congregation

REQUIREMENTS

Education:

This pastor shall have a four-year degree and shall have attended a theological seminary.

Doctrine:

This pastor shall subscribe to the Baptist Faith and Message 2000.

Ministry Experience:

It is preferred that this pastor has served, in a pastoral leadership role, at a church of at least 100 active members.

Personal Characteristics:

1. Man of one wife according to biblical standards.
2. Be active in prayer and in ministry.
3. Demonstrate the ability to understand and communicate God's Word clearly and effectively.
4. Have a peaceful and friendly spirit, desiring cooperation and community over conflict.

5. Exhibit good time management skills.
6. Exhibit an understanding of the unique challenges of ministry in California and in Salinas.
7. Live out the Biblical standards of a church leader.

Job Duties:

1. Lead effectively through the deacon body, the volunteers, and the church body as a whole.
2. Immerse himself in the Word and in prayer, as preparation for Sunday sermons and for the guidance of the congregation.
3. Oversee worship at this church including the regular observance of the Lord's supper, and the observance of Baptism.
4. Explain and proclaim the Bible in an effective manner.
5. Lead and teach the church to effectively witness to the lost.
6. Be committed to a regular office schedule to counsel, shepherd and respond to crisis of the church.
7. Work with the deacons, and the Association, to remain doctrinally sound in his own teachings and in the teachings authorized by this church.
8. Lead the church to discipleship process towards maturity by encouraging attendees to move towards salvation, baptism, membership, discipleship, and commitment through direct contact, personally and through the deacons and volunteers.
9. Manage his time effectively.
10. Supervise, evaluate, and assign church staff and volunteers.
11. Coordinate strategic planning and implementation of the church's vision for ministry.

Evaluation:

The personnel team, with the advice of the deacons, shall evaluate the pastor annually.

PASTOR'S SALARY & BENEFITS PACKAGE

SALARY & HOUSING

- Yearly salary range of \$40,000 - \$45,000.
- Social Security offset paid at 7.5%
- Parsonage provided (market value of \$30,000)
- No allowance for utilities

BENEFITS

- Health insurance
- Retirement plan

TOTAL SALARY & BENEFITS Range =\$87,000 - \$93,000 PER YEAR

CONTACT:

- Please submit your cover letter with ministry experiences and your resume with references to: smarple17@gmail.com.
- Pastor Search Committee Chairman: Stanley Marple (831) 809-9251
- First round of interviews is expected to begin by March 1, 2018 at which time potential candidates will be contacted.