

## **Role of the Pastor**

The pastor is responsible for leading the church to function as a New Testament Church. The pastor will lead the church, the church officers, staff, and organizations to accomplish the mission of the church and also lead the pastoral ministries of the church. As such, the pastor will work with the deacons and staff to:

1. Lead the church in fellowship of worship, witness, education, and ministry.
2. Proclaim the gospel to believers and unbelievers.
3. Care for the church's members and other persons in the community.

The pastor serves at the pleasure of the church body and is accountable to it. The pastor shall serve until the relationship is terminated by his request or the church's request.

The pastor will supervise the staff and they are accountable to him. He will perform annual performance reviews on each staff member and submit the results to the Personnel Committee. These reviews will be based on goals and objectives mutually agreed upon within the scope of their job descriptions. Should performance deficiencies be noted, a mutually agreeable Performance Improvement Plan shall be implemented and reviewed by the Personnel Committee with Active Deacons' oversight.

Yearly performance reviews of the pastor will be performed by the Personnel Committee in the manner as outlined above for other staff. The Active Deacons will have access to the performance review and may render findings to the church body should differences warrant an appeal by either party (Pastor or Personnel Committee) to the church body for resolution.

## **Qualifications of the Pastor**

The pastor must be an ordained minister. The office of pastor is limited to men as qualified by Scripture in 1 Timothy 2:12-14; 3:1-15; and Titus 1:5-9. The pastor shall be chosen and called by the church whenever a vacancy occurs.

Source: **BY-LAWS FIRST BAPTIST CHURCH OF ALPINE**

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