

**Emmanuel Baptist Church
Farmington, NM
Position Description
Senior Pastor**

I. POSITION OVERVIEW

The Senior Pastor is the primary spiritual leader of Emmanuel Baptist Church (EBC). This role includes:

- preaching the Word of God;
- performing all scriptural duties of his office (1 Tim 3:1-7, Acts 20:28, Titus 1:6-9, and 1 Peter 5:2,3);
- shepherding the congregation so that the Body is built up and equipped to do the kingdom work of Jesus Christ;
- communicating and implementing our church mission to “reach our community and to develop mature followers of Jesus Christ.”

This is a full-time, salaried (exempt) position.

II. QUALIFICATIONS

Spiritual

- Have a personal relationship with Jesus Christ and believe the Bible to be God-breathed, inerrant, and the foundational truth in a believer’s life.
- Be a licensed minister of the Gospel of Jesus Christ duly ordained by a “cooperating” Southern Baptist Church.
- Maintain a vital and growing relationship with Jesus Christ displaying a passion to know, trust, and follow Him.
- Spend regular time in personal Bible study, prayer and worship.
- Be sensitive to the leading of the Holy Spirit in his life and ministry allowing the Spirit to have free reign in his preaching and teaching, with a central focus on the person and work of Jesus Christ.
- Lead others to discover and deploy their spiritual gifts.
- Live an exemplary life based on clear biblical principles
- Adopt, as personal standards, the requirements of an elder as set forth in 1 Timothy 3:1-12 and Titus 1:5-9.

Professional

- Ideally, possess a minimum of a Master of Divinity degree, or the equivalent, from an accredited evangelical, preferably Southern Baptist, seminary.
- Ideally, have a minimum of five years of experience as Senior Pastor in a thriving multi-pastor church.
- Possess strong preaching, teaching, leadership, and discipleship skills.
- Support and commit to follow the will of God in the church as indicated in the EBC “Constitution and By-Laws,” “Operations Manual,” “Personnel Policies and Guidelines,” and other documents.
- Have the ability to lead a multi-person staff.

Personal

- Witness to others by example through the application of Biblical principles to his life.
- Be actively involved in a peer accountability group (Proverbs 27:17).
- Give evidence of a strong and healthy family relationship.
- Be self-motivated, proactive, and take faith-driven steps of faith when led to do so by God.
- Exhibit characteristics of warmth, friendliness, empathy, and sincerity; exhibit the fruit of the Spirit (Galatians 5:22-23).
- Have a desire to minister in the Farmington, NM community and surrounding areas.
- Be committed to local, national and international missions

III. RESPONSIBILITIES

The Senior Pastor is to be responsible for the following areas, sometimes as a leader, sometimes as an encourager, sometimes to equip, but always acting in love and service towards those he touches.

Leadership

- Commit to be a “man after God’s own heart” and to serve the body in the power of the Spirit.
- Shepherd the EBC congregation according to the model of a servant leader (1 Peter 5:2-3)
- Motivate and train members, ministry team leaders, and the staff to lead them into a deeper and more profound walk in the Spirit. Encourage them to identify and develop their spiritual gifts. In doing so, he will hold to the model of Ephesians 4:12 in “equipping the saints to do the ministry’s”.
- Commit to foster a one-team, one-body environment (1 Corinthians 12).
- Mentor and minister to the church staff while supervising them.
- Conduct an annual performance review of each staff member. These are to be presented to the Administrative Committee for discussion and approval.
- Support, encourage, and lead the staff, deacons, and ministry leaders in their respective ministries.
- In collaboration with other ministerial staff, conduct an annual review and evaluation of all ministries and church functions in accordance with set goals and expectations.
- Disciple, evangelize, reach out, and foster healthy relationships in the church body to equip the congregation to lead in their spheres of influence and in their communities.
- Oversee the day-to-day administration of EBC.
- Interpret the provisions of the church constitution, and other approved policies, to direct the implementation of the vision and goals of EBC.

Preaching/Teaching the Word

- Be the primary expositor of God’s Word to the congregation.
- Preach and teach the “whole counsel of God” including prophecy.
- Strive to communicate Biblical truth with passion, excellence, and relevance, thereby providing clear application to congregants’ daily lives.

Worship

- Oversee the overall direction of worship services at EBC, providing guidance to and ensuring collaboration with the Worship Leader and others as they lead in worship and seek to draw the congregation into a rich worship experience.

Pastoral Care

- Offer hope to the despairing and prayerful healing to the wounded.
- Be an advocate of the family and family counseling.
- Be an advocate of premarital counseling.
- Affirm the value and specific needs of the various affinity groups within the church body (i.e. singles, seniors, etc.).
- Support the ministries of the church which foster member-to-member care.
- Provide pastoral counseling within the limits of time and expertise. Make referrals, when appropriate, using skills of the staff, the congregation, and the community.
- Oversee weddings, funerals, baptisms, and community care/ministry opportunities.

Outreach

- Present the Good News of God's redemption in Jesus Christ in his teaching and preaching.
- Lead the church in evangelistic efforts to reach the community with the gospel of Jesus Christ including his own personal efforts at evangelism and by discipling others to share their faith.
- Be sensitive to the needs of newcomers and new Christians and help them feel welcomed and loved.
- Actively support and encourage involvement in local, regional, and international Southern Baptist missions.

IV. ACCOUNTABILITY

The Senior Pastor shall be accountable to Jesus Christ, the Administrative Committee, and to the members of Emmanuel Baptist Church.

The Administrative Committee will conduct an annual appraisal of the Senior Pastor's pastoral and administrative skills according to the vision and goals set forth by the Senior Pastor and by the biblical qualifications of 1 Timothy and Titus.