

FIRST BAPTIST CHURCH of PELLA, IOWA

PASTOR'S JOB DESCRIPTION

Position Title: Lead Pastor

Reporting Relationship: The lead pastor shall report to the Diaconate.

FLSA Status: Salaried.

Summary: The lead pastor shall have a primary responsibility for the spiritual and moral care of the congregation for the First Baptist Church of Pella, Iowa. He/she shall uphold the teaching and sustain the Biblical doctrines of this church and equip its flock to make more disciples for Jesus Christ.

Essential Duties and Responsibilities

- Communicate a comprehensive understanding of the Bible and Christian theology in terms relevant to a person's life (interpreting the faith).
- Create an atmosphere in which people feel accepted, included, cared for, and can identify with the group (nurturing fellowship).
- Support the preaching ministry with the time for preparation/reflection on the Word, and commitment to listen for the Word's power and its implications for individuals, the church, the community and the world (preaching).
- Provide by word and presence and empathic understanding of and concern for the persons in the routine and joys, as well as the crises and transitions of life, giving assistance where appropriate and feasible (pastoral care).
- Participate actively in worship, lead worship committee and offer feedback and suggestions for greater participation and effectiveness in the expression of praise, thanksgiving and devotion to God (worship preparation and leading).
- Develop and maintain programs and activities for enlarging the membership and/or the vision and ministry for the church. Conduct new membership classes for those interested in joining First Baptist Church and instruct people who seek conversion to the Christian faith (along with the Diaconate).

- Seek to lead persons to make decisions for Christ, encouraging their identification with and participating in the local church/community (evangelism).
- Provide opportunities (a place and/or persons) for individuals, couples, families, and/or groups to enter a healing relationship. Counsels those in spiritual need and comforts the bereaved, and assists persons facing problems or decisions.
- Oversees religious education to ensure that programs and curriculum are in keeping with the overall goals and vision of the First Baptist Church.

Supervisory Responsibilities

The lead pastor is a non-voting member of all boards and committees. He/she shall direct and administer his/her staff regarding the direction of the church.