



FIRST BAPTIST CHURCH LIBERTY CITY PASTOR JOB DESCRIPTION

Job Description – Senior Pastor

Updated April 2025

Position Title: Senior Pastor

Reports To: Elders

Position Type: Full-Time

Church Overview

We are a Christ-centered, Bible-believing Southern Baptist church located in East Texas. Our congregation is made up of both young families and long-time members, with an average Sunday morning worship attendance of around 230 and approximately 140 in Sunday School. Our staff includes an Associate Pastor of Discipleship and Families (with a primary focus on Children's Ministry), a Youth Minister, a Part-Time Worship Leader, a Facilities Manager, a Church Secretary, a Financial Secretary, and two stipend positions: Nursery Director and Business Manager.

Position Summary

The Senior Pastor serves as the spiritual leader of the church, setting the tone for a culture of discipleship, worship, collaboration, outreach, and fellowship. More than credentials, we are looking for a man who embodies the heart of a shepherd and lives out the biblical qualifications of a pastor as outlined in 1 Timothy 3:1–7 and Titus 1:5–9. He should be a servant-leader who keeps God's Word at the center of all things, seeks God's vision for the church, and leads with humility, energy, and relational depth.

Qualifications

- Meets the **biblical qualifications** of an elder/pastor (1 Timothy 3:1–7; Titus 1:5–9; 1 Peter 5:1–4)
- Committed to the **authority of Scripture** and **leading in submission to Christ**.
- A heart for **shepherding** and genuine care for people.
- Relationally warm, approachable, and teachable.
- Collaborative leadership style; values input from staff, elders, and deacons.
- Strong communication and preaching skills.
- Preferably 5+ years of pastoral experience.
- A theological degree is helpful but **not required**; character, calling, and spiritual maturity are paramount.
- Affirms the **Baptist Faith & Message 2000**.

Key Responsibilities

- **Preach and Teach** the Word faithfully and clearly, with biblical integrity and cultural relevance.

- **Lead Spiritually** by maintaining a consistent personal walk with God and modeling Christlikeness.
- **Shepherd the Flock** by building relationships within the church and community, caring for the needs of members, and developing a culture of discipleship.
- **Shepherd the staff** by building personal relationships that go beyond day-to-day responsibilities.
- **Collaborate with Staff, Elders, and Deacons** to lead the church in unity, vision, and mission.
- **Cast and Communicate Vision** that aligns with God's leading and empowers the church to live on mission.
- **Equip and Encourage** leaders in their ministry areas, providing guidance and support.
- **Oversee Church Ministries** ensuring alignment with the church's biblical mission and values.
- **Lead in Worship Gatherings**, church ordinances, and pastoral care (e.g., weddings, funerals, counseling).
- **Engage the Community** with outreach and gospel opportunities, encouraging church involvement beyond the walls.
- **Communicate church business** openly and clearly to the congregation as needed.

Acknowledgment:

I have received and reviewed this job description. I understand that it replaces any prior versions or verbal explanations I may have received. If I have any questions regarding my responsibilities or expectations, I will speak with the Elders.

By signing below, I also affirm that I am in agreement with the Bylaws of First Baptist Church Liberty City.

To Apply

Please send your resume and sermon video(s) to: pastorsearch@fbclibertycity.com