# First Baptist Church Owensboro
# SENIOR PASTOR
Job Description

## PRIMARY RESPONSIBILITY
The Senior Pastor is responsible for preaching and teaching the Word of God along with providing leadership for the church in: evangelism, pastoral care, outreach to the congregation and community, and providing mission opportunities locally, nationally, and globally.

## AREAS OF ACCOUNTABILITY

1. Proclaim the gospel and lead the church in proclaiming the gospel to the church and community.
2. Provide necessary pastoral ministries including, but not limited to, conducting worship services, preaching and teaching, visitation, biblical counseling and referrals, funerals, weddings, baptisms, administering the Lord's Supper.
3. Provide visionary leadership including forward-thinking for the church's total ministry efforts, and minister to the spiritual needs of the congregation.
4. Cast a vision for the church to fulfill the Great Commission.
5. Supervise and support members of the Ministerial Staff (Administrator, Worship, Students, Discipleship, Community Engagement & Activities, Children & Families, and Office Manager) in accordance with the church's personnel policies and procedures.
6. Provide leadership and support to the Finance Committee and participate as needed in meetings. Be responsible for submitting an annual ministry-based budget and serve as an ex-officio member of the Finance Committee.
7. Provide leadership and support to the Deacon Body in ministering to the spiritual, mental, and physical needs of the congregation.
8. Foster harmony within the church congregation.
9. Provide support to the Personnel Committee and participate in meetings as needed.
10. Support the Daviess-McLean Association, SBC, and SBC Entities.
11. Perform other duties as requested by the congregation.

## CORE COMPETENCIES:

1. **Quality of Work**. Gathers and organizes resources necessary to timely and efficiently complete projects and assignments; sermon preparation is accurate, true, and original. Takes steps to effectively correct any deficiencies; understands and follows church personnel and financial policies.

2. **Interpersonal Relationships**. Fosters harmony and cooperation within working relationships; receives and makes assignments well; effectively addresses and resolves conflicts with others.
3. **Initiative and Self-Reliance**. Takes action without direction; uses sound biblical judgement in decision making; looks for better ways to accomplish goals.
4. **Dependability**. Accomplishes all tasks within the proper time frame, eliminating the need for close review; flexible, generally willing to change plans in order to meet new expectations; punctual and adheres to attendance and time away policies.
5. **Trust and Integrity**. Is widely trusted; seen as direct and truthful; keeps confidences; admits mistakes; adheres to appropriate and effective core values.

**QUALIFICATIONS:**

1. Spiritually mature born-again Christian with a clear testimony of faith in Jesus Christ.
2. Ability and commitment to teach from the Bible.
3. Seminary with a Doctorate degree preferred.
4. Five-plus years' experience as a full-time senior pastor of a like-minded church preferred.
5. Ability to handle detailed, complex concepts and problems and balance multiple tasks simultaneously.
6. Ability to motivate, evaluate, foster harmony, and supervise members of the ministerial staff.
7. Excellent oral and written communication skills.
8. Models personal spiritual maturity, exercising spiritual disciplines such as Bible study, prayer, and a dedicated commitment to ongoing spiritual growth.
9. Self-starter, organized along with good computer skills.

**MEASURES OF SUCCESS:**

1. A performance review for the Pastor shall be conducted by a committee including two (2) active deacons (appointed by the Chairman of Deacons) and Personnel Chairperson for such purpose, and shall be completed annually in June. This report shall be forwarded to the Personnel Committee by July 5. The evaluation shall be shared with the Pastor by the reporting individuals.