

Ministry Description

From: Fernwood Baptist Church Personnel Policy Manual – August 2019, pp. 31-34.

Pastor

Title

Pastor of Fernwood Baptist Church

Reports

To the Deacons, representing the congregation

Supervises

The ministerial staff, the administrative staff, the custodial staff, and all other staff members

Ministry Goal

To provide support and guidance as the church seeks to fulfill its Vision:

*“We aspire to be Christ to each other and our community –
doing justice, loving mercy and walking humbly with our God.”*

General Responsibilities

**We ask that you love us and speak well of
Fernwood Baptist Church in the community.**

The Pastor is the spiritual and visionary leader with a firm commitment to the ministry of Jesus Christ and the spiritual development of the congregation of Fernwood Baptist Church. The Pastor is responsible for focusing the congregation in defining the direction for the church and in accomplishing those goals.

The Pastor is responsible, in consultation with the Deacons, for the Christian ministry of Fernwood Baptist Church through a program of worship, preaching, organizational direction, pastoral care, education, and church administration.

Being the spiritual leader of a congregation is a role that requires a diversity and multiplicity of skills and responsibilities. Thus, it is a position that escapes narrow definition. However, the following major areas of emphasis or primary responsibilities are described below.

Primary Responsibilities

Worship Leader

The Pastor shall function as the worship leader for the congregation, being responsible for the planning, presentation, and evaluation of all worship experiences. The Pastor shall solicit the counsel of members of the congregation, specifically the Worship Ministry Team, in the planning, presentation and evaluation of worship experiences.

Preacher

As the primary interpreter of the Christian faith both to the congregation and on its behalf, to the larger community, the Pastor must give priority to sermon preparation and presentation. Sermons should be inspirational, creative, and challenging and should address the needs of the congregation.

Because of the great importance of worship leadership and preaching, the Pastor shall consider it a high priority in the stewardship of time. The congregation affirms the value of this time and encourages the Pastor's use of it for this activity.

Shepherd

The Biblical image of the shepherd finds much usefulness when applied to the Pastor in the following areas:

1. Visiting the sick, bereaved, shut-in, and inactive members.
2. Visiting/contacting members on a regular basis.
3. Performing funerals and weddings.
4. Providing personal and family counseling and providing referrals to the appropriate professionals if deemed necessary.
5. Being accessible to members through office hours and other means.

It is vital that the Pastor endeavor to have a personal, direct, and face-to-face relationship with the members of the congregation and not to rely solely upon interacting and relating to the members through the role of preacher and worship leader.

Evangelist

The Pastor shall engage the congregation in a comprehensive outreach and evangelistic plan. This plan shall include, but is not limited to, the following:

1. Making personal contact with visitors in a timely fashion.
2. Personally contacting newcomers to the community.
3. Seeking out the lost and the un-churched through missions endeavors.
4. Recognizing Fernwood Baptist Church as a unique entity in the community and ensuring the church is actively building positive public relationships with other churches, organizations, and the public at large.

Spiritual Leader

As Jesus was a master teacher so should the Pastor lead in nurturing the members of the congregation toward Christian maturity through Bible study, theological and ethical instruction, and leadership training.

Administrator

The Pastor shall work with the Deacons, committee, ministry teams, and any other appropriate persons to make the business affairs of the church serve as an effective vehicle for the fulfilment of the vision of the church.

Supervisor

The Pastor's work ethic and integrity shall serve as an example for the ministry staff and support staff. Although the Pastor has direct supervision of the other church staff and is responsible for their performance, he/she is encouraged to maintain a collegial and collaborative environment. The Pastor shall cooperate with the Personnel Committee and shall assist in its evaluation of the ministerial and support staff performance.

Knowledge, Skills, Abilities:

1. Demonstrate the life of a Christian leader through behavioral actions that work in a professional partnership with others and maintain personal accountability and relationships with staff and church members.
2. Have proven interpersonal, conflict management skills, and be able to make decisions in keeping with the vision, policies, and practices of the church.

Minimum Requirements/Qualifications:

1. 3+ years related experience preferred.
2. Valid Driver's License, proof of personal vehicle insurance, ability to pass a background check.

Physical Requirements:

Sitting, keyboarding, visual w/monitor, walking, bending, stooping, public speaking, potential exposure to loud music, lifting/moving up to 25 lbs., occasional events/activities requiring prolonged standing.