



JOB TITLE Senior Pastor

HOURS Part-Time/Salaried (Potentially Full-Time in Future)

REPORTS TO The Deacon Board and Congregation of Casa de Oro Baptist Church

OVERVIEW

Casa de Oro Baptist Church is seeking a Senior Pastor that will enthusiastically preach and faithfully communicate sound biblical doctrine. The senior pastor will have the vision to promote positive change, growth, and church participation through the use and training of church leadership and its members. He will lead the church with confidence and understanding and equip the congregation in glorifying God and reaching our community for Christ.

QUALIFICATIONS

SPIRITUAL

- A deep, personal relationship with Jesus Christ evidenced in daily life and exhibiting character qualities outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter: 5:1-4.
- Possess a personal background that reflects strong moral and ethical characteristics.
- Earnestly seek God's will above all other possible motivations.
- Seek and promote prayer as a priority, both personally and in the life of the church.
- Demonstrate a passionate, heartfelt love for people with a Christ-like concern for their spiritual, physical, mental, and emotional well-being.
- Exhibit Christ's love by developing positive and encouraging relationships within the church body.

EDUCATION AND EXPERIENCE

- Bachelor's or higher degree required from a respected college or university, with a Master's degree or higher from a respected evangelical seminary; preferred Masters of Divinity.
- Three or more years of experience in pastoral ministry, preferably in roles that involved preaching, teaching, and church administration.

REQUIREMENTS

- Become a member and be committed to ministry at Casa de Oro Baptist.
- Provide strong recommendations and references.
- Must pass a full background check.
- Is competent in basic administrative and computer tasks.

RESPONSIBILITIES

Casa de Oro Baptist Church is looking for someone who will, with God's leading, fulfill the following list of important responsibilities.

- **PREACHING:** Value the importance of the weekly sermon. Seek to discern God's message for the congregation and spend significant time and effort using professional skills to develop and deliver that message. Employ a variety of expository and topical preaching methods.
- **VISION-CASTING:** Seek God's direction and develop His vision for our church in a way that maximizes the gifts and resources available. Seek to find new ways and additional resources to accomplish God's plan for our church in our community. Work with the deacons in ensuring doctrinal integrity of our church.
- **STAFF LEADERSHIP:** Works respectfully and thoughtfully with the church staff. Is personally involved in selection, supervision, goal-setting, and evaluation of staff members as needed.
- **COOPERATION:** Exhibit strong diplomatic skills to lead within the context of a congregational style of church governance and is accountable to the Deacon Board. Be an excellent recruiter of gifted leaders and a strong encourager to all.
- **CONGREGATION LEADERSHIP:** Exhibit a passion for ministry. Humbly lead by example. Work shoulder-to-shoulder with lay leaders and volunteers in the ministries of the church. Passionately work to grow our church's ability to minister to our community and the lost. Actively disciple and mentor individuals as Christ did with His disciples.
- **RELATIONAL:** Work with and relate to staff, Deacon Board, lay leaders, volunteers, and the congregation as a whole. Show evidence of love for people in the congregation while reaching out, developing relationships, and having compassion for the triumphs and problems in their lives.
- **PRAYER:** Seek and promote prayer as a priority, both personally and in the life of the church. Is compassionate, personable, humble, and committed to shepherding the flock.
- **PASTORAL CARE:** Devoted to regular prayer for the church and its members. Provide biblical counseling and sound guidance. Coordinate with deacons on visitation, prayer, and aid for members and prospective members of the congregation. Respond to crisis situations within the church and provide appropriate referrals when necessary. Officiate at special ceremonies such as weddings and funerals in accordance with our statement of faith.
- **EVALUATION/DEVELOPMENT:** Continually evaluate effectiveness of programs and propose creative ideas for improvement. Offer overall vision to develop and grow ministry. Spend time in personal study in order to expand relevant knowledge and keep current with latest trends in ministry.
- **BUDGET:** Participate in the planning of the church budget in cooperation with church leadership in preparation for congregational approval.
- **ACCOUNTABILITY:** The senior pastor is accountable, first and foremost, to God and His Word, and secondly, to the Deacon Board and congregation of Casa de Oro Baptist Church. The pastor will be evaluated annually by the Deacon Board.

TO APPLY

Applications for our position will only be accepted through our Converge Pastor Placement Process (P3). To apply or for more information, go to <http://convergep3.com/Register>.