



**JOB TITLE** Senior Pastor

**HOURS** Full-Time/Salaried/Exempt/Pastoral Staff

**REPORTS TO** Church Board of Elders

## **CHURCH PROFILE**

First Baptist Church is an Evangelical Congregation of 250+ located in the Pocono Mountains. East Stroudsburg is a racially and ethnically diverse suburb of New York City and the Lehigh Valley. With over 100 years of church history, we seek to provide quality and consistent Bible education to all age groups through two Sunday morning Services, a strong and well attended Children's and Adult Sunday School Program and a variety of other ministries. We are relevant in our ministry approach but conservative in doctrine. Our vision is to glorify God by developing a community of disciples of Jesus Christ who love God, obey His Word, care for one another, and are personally involved in reaching the lost.

## **OBJECTIVE**

First Baptist Church of East Stroudsburg is seeking a Senior Pastor who will direct the preaching and teaching ministry, ensuring that a Biblically-based message of significance is delivered with passion and excellence. He must seek God's vision for the church and effectively communicate this vision to the congregation. While under the supervision of the Elder Board, the Senior Pastor will act as the shepherd of God's people in this congregation.

## **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.
- Exhibit personal qualities that are of the highest integrity and unquestionable honesty.
- Earnestly seek God's will above all other possible motivations.
- Excellent communicator; visionary in leadership and supervision of staff.
- Endorse, support and effectively communicate the mission of FBCES.
- Possess a spirit of cooperation and fellowship within the church body.
- 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**

- Master's degree preferred.
- Licensed as an ordained minister.
- Has at least 5 years of experience in pastoral ministry, preferably in roles that involved preaching and supervision of multiple staff.

## **REQUIREMENTS**

- Become a member and be committed to ministry at FBCES Church.
- Must pass a criminal record background check.

## **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 to the best of one's ability. Employ a variety of expository and topical preaching methods.
- **VISION:** Seek God's direction and develop a 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.
- **STAFF LEADERSHIP:** Provide ongoing discipleship, mentoring and spiritual oversight of church staff members. Be personally involved in selection, supervision, goal-setting, and evaluation of staff members as needed.
- **CONGREGATION LEADERSHIP:** Exhibit a passion for ministry. Lead by example. Work shoulderto-shoulder with lay leaders and volunteers in the ministries of the church.
- **RELATIONAL:** Work with and relate to staff, elders, deacons, lay leaders, volunteers and the congregation as a whole. Show evidence of love for people in the congregation while reaching out, developing relationships, and have compassion for those in need.
- **CONGREGATIONAL CARE:** Provide counseling and mentoring services as needed. Participate in various special services and events such as weddings, funerals, prayer meetings, baptisms, child dedications and communion.
- **PRAYER:** Seek and promote prayer as a priority, both personally and in the life of the church.
- **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.

## **COMPENSATION AND BENEFITS**

The Senior Pastor is a full-time, salaried position with a competitive compensation and benefits package. Specific package information will be reviewed on an individual basis.