



**Position Title: Lead Pastor**  
**Supervises: Pastoral Staff**  
**Accountable to: Elder Board**

### **Summary of Position**

First Baptist Church of Everett, WA (FBC) is looking for a visionary Lead Pastor who will continue to advance God's will and further His glory through the leading of His church.

### **Attributes**

- Demonstrate a deep, personal relationship with Jesus Christ which is evidenced in daily life and exhibited through the character qualities outlined in 1 Timothy 3:1-7, Titus 1:5-9 and 1 Peter 5:1-4
- Seek and promote prayer as a priority, both personally and in the life of the church, seeking God's will above all else (Proverbs 3:4-5)
- Demonstrate a passionate, heartfelt love for all people with a Christ-like concern for their spiritual, physical, mental and emotional well-being
- Lead by example, modeling personal integrity and character
- Share the gospel in an authentic and unwavering manner

### **Responsibilities**

- Actively disciple and mentor individuals as Christ did with His disciples
- Encourage and equip the congregation to go deeper into individual relationships with Christ and practically apply His teaching in their daily lives
- Develop a healthy leadership and ministry culture in which all members/attenders are trained as leaders and/or lay ministers according to their gifting, skills and passions
- Guide the church in meeting the physical and spiritual needs inside and outside our community
- Building on FBC's history and long-standing commitment to outreach, develop refreshed vision and passion for relevant ministry that extends beyond the walls of the church
- Come alongside the people of the surrounding communities, schools, businesses and other organizations to offer assistance and exhibit the love of God
- Promote a welcoming environment where it is okay to belong before you believe
- Provide pastoral care and support through participation in special services and events such as weddings, funerals, prayer meetings, baptisms, child dedications, communion, hospital visitation, etc.
- Engagement with FBC through membership, involvement in a life group, and active participation with regional and denominational leadership

- Serve as an equal voting elder on the FBC Board of Elders (BOE) and collaborate with and advise elders on BOE team strategy

### **Desired Qualifications**

- Experience leading a pastoral staff and shepherding a mid-sized congregation
- Excellent communication skills as a teacher, visionary and spiritual/servant leader
- A personal background that reflects strong moral and ethical character
- Commitment to the vision, values and beliefs, and agree with FBC statement of faith
- Background in developing and implementing an effective growth plan
- Strong skills integrating ministries through the development and oversight of an annual budget
- Master of Divinity degree from an accredited seminary
- Ordained with American Baptist Churches
- Three to five years' experience serving as a Lead Pastor or Associate Pastor