

First Baptist Church of Wellman, IA

JOB TITLE Senior Pastor

HOURS Full-Time/Salaried

REPORTS TO Board of Deacons

OBJECTIVE

To seek to understand God's vision for the church and effectively communicate this vision to the congregation. To ensure that a Biblically-based message of significance is delivered with excellence to the congregation each week. Act as leader, shepherd, and help members develop a deep, personal relationship with God.

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 visionary culture of First Baptist Church.
- Possess an irenic 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

- High school diploma or GED required; preferred candidate possesses a diploma from a respected Bible school.
- Licensed as an ordained minister or willing to seek ordination within the first two years of employment.
- Two or more 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 First Baptist 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-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.

- **STAFF LEADERSHIP:** Develop and manage a professional pastoral staff for successful ministry. Serve as direct supervisor for support staff. Provide ongoing leadership development and spiritual oversight of church staff. Be personally involved in selection, supervision, goal-setting, and evaluation of staff members as needed.
- **COOPERATION:** Exhibit strong diplomatic skills and lead within the context of a congregational style of church governance and be accountable to the church council. Be an excellent recruiter of gifted leaders and a strong encourager to all. Work to accomplish a vision for the church with respect for and in cooperation with lay leaders and committees.
- **CONGREGATION LEADERSHIP:** Exhibit a passion for ministry. Lead by example. Work shoulder-to-shoulder with lay leaders and volunteers in the ministries of the church.
- **RELATIONAL:** Work with and relate to staff, church council, 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 the triumphs and problems in their lives.
- **PRAYER:** Seek and promote prayer as a priority, both personally and in the life of the church.
- **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 explore God-honoring ministries fitting for the First Baptist congregation.
- **BUDGET:** Participate in the planning of the church budget in cooperation with the church leadership in preparation for congregational approval.

COMPENSATION AND BENEFITS

Monthly compensation; parsonage available for residency.

Candidates have until September 20th to reply. Log onto www.convergep3.org and go to the Register Tab.