

Piner Baptist Church Senior Pastor Job Description

1 Peter 5:2, 3 “Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; neither as being lords over God’s heritage, but being examples to the flock.”

1 Timothy 4:11-12 “These things command and teach. Let no man despise thy youth; but be thou an example of the believers, in word, in conversation, in charity, in spirit, in faith, in purity.”

1 Timothy 3:1-7 “This is a true saying, if a man desire the office of a bishop, he desireth a good work. A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behavior, given to hospitality, apt to teach; Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous; One that ruleth well his own house, having his children in subjection with all gravity; (For if a man know not how to rule his own house, how shall he take care of the church of God?) Not a novice, lest being lifted up with pride he fall into the condemnation of the devil. Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.”

Titus 1:5-9 “For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee: If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly. For a bishop must be blameless, as the steward of God; not self willed, not soon angry, not given to wine, no striker, not given to filthy lucre; But a lover of hospitality, a lover of good men, sober, just, holy, temperate; Holding fast the faithful Word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.”

General Qualifications

There are five essential qualities that must be present in a person who desires to be an under-shepherd for Christ, our great shepherd in whom all our needs will be met. These are:

Diligence: "being faithful to invest whatever gifts God has given us to maximize our impact for Him"; (Matt.25:22-23, 2 Pet 1:5).

Stability: "the ability to stay with a work over the ‘long haul’, the ability to stay put when the going gets tough"; (1 Cor.15:58, Isa 33:6).

Vision: Foresight and insight, "looking beyond the negatives to see the positives that only God could see"; (John 18:15-27; 21:15:19)

Integrity: "God must be the first priority and being true to Him and His Word". (1 Timothy 4:12, Pvb 11:3)

Conviction: “Being true to God’s Word and Holy Spirit no matter the cost.” (Act 6:8, Acts 7, 1 Cor 4:1, 2)

Specific Qualifications

- Have commitment and personal loyalty to Christ. (Matt 16:24, Mark 10:21)
- Accepted God's call into pastoral ministry and being ordained as such; having been examined, to prove according to the qualifications of a Pastor in scripture, that he is qualified. (1 Tim. 3:1-7, Titus 1:5-9, 1 Tim. 5:22)
- Have a heart to see the body come to know Christ better personally and spiritually. (2 Cor 13:10, Col 1:28)
- Be able to delegate duties and training ministry leaders where needed for these duties. (Acts 6:2-4, 1 Ths 5:27)
- Possess organizational and administration abilities. (1 Tim 5:17, 2 Cor 9:12)
- Be able to respond to changing needs throughout the life of the Church (Rom 14:14-18, Gal 4:20)
- Mature understanding of the scriptures. (2 Tim 2:15, 2 Pet 1:8)
- Bachelor's degree preferred or similar experience. (Act 6:3, Rom 5:4)
- Experience with pastorate duties in other roles. (2 Pet 3:18, Eph 4:15)

General Responsibilities

- **Prayer** - the pastor has a vital role to plan in praying for the church people and their families, and for the various ministry activities and the leaders involved. The pastor also has a responsibility in terms of his own spiritual development, prayer, devotions and relationship with God. (James 5:16, Col 4: 1,2)
- **Discipleship and Evangelism** - Primary goal of church ministry is to go into all the world with the Gospel of salvation through Jesus Christ (Matt.28:18-20; Acts 1:8), and to develop people as mature Christians who can effectively use their spiritual gifts for the edification of the body (Eph. 4-12-13:2; Tim.2:2).
- **Responsibility to the church** - the pastor is accountable to the authority of God as his first and foremost responsibility (Heb. 13:17) and secondarily he is accountable to the Church for all he does. (I Tim. 5:19)

Primary Responsibilities

- **Pastoral Duties**
 - Pray for the church, “The effective, fervent prayer of a righteous man avails much. “ (James 5:16, Acts 6:4)
 - Ensure that the doctrine being taught is in compliance with God’s Word as revealed by the Holy Spirit. (I Peter 5:2, II Tim. 4:1-5)
 - Oversee visitation and outreach, participating when time permits. (I Cor. 11:1)
 - Direct and watch over the various church ministries (Acts 20:28; Titus 1:5, I Peter 5:2)
 - Provide or direct to biblical counseling where needed. (II Tim. 3:16-17, Tit 1:13)
 - Extending biblical knowledge by attending conferences, taking classes, and praying. (Phil. 3:12-14, Ecc. 12:12, 13)
 - Submit to the Holy Spirit’s leading in bringing sermons and ensuring that all worship services are worthy of the Master. (I Cor. 2:4, Col 1:28)
 - Preside over wedding, funeral and similar functions within the Pastor’s policy as led by the Holy Spirit after appropriate biblical counseling. (Rom. 13:14, Eph. 4:27)
- **Administration Duties** – Support, assist, and oversee the following:
 - Acts as chief executive and administrative officer of the Church under the guidance of the Holy Spirit, in keeping with the Word of God; seeking counsel from Church leaders such as staff, deacons and ministry leaders as needed. (Heb. 13:7, 17, 1 Pet. 5:5)
 - Benevolence - Making final decisions as to whether to give aid. (Acts 4:32-35, 1 Cor. 12:25)
 - Attend scheduled deacon meetings.
 - Acts as ex-officio of all committees.

Supervision:

- Reports to God first and then Personnel Committee as they represent the church under the guidance of the Holy Spirit.

Note: The above duties are not intended to be an all-inclusive list nor a list with sole responsibility. Our ministry at Piner Baptist Church is a team ministry. Therefore, delegation is expected and additional duties may be assigned from time to time as emergencies and other situations dictate.

Paul said it best in I Corinthians 9:19 & 22 KJV

“For though I be free from all men, yet have I made myself servant unto all, that I might gain the more. To the weak became I as weak, that I might gain the weak: I am made all things to all men, that I might by all means save some.”