



SENIOR PASTOR

Douglas Chapel Missionary Baptist Church



Position Details

Position Title: Senior Pastor
Church Type: Missionary Baptist Church
Reports To: The Congregation (through the Deacon Ministry and Church Leadership)
Position Type: Full-Time

Mission Statement

To reach the lost and teach the saved, how to love God, how to love self, how to love one another and how to use talents and life for the honor of God.

Position Summary

The Pastor is the spiritual leader and undershepherd of the church, called by God and affirmed by the congregation to preach the Gospel of Jesus Christ, provide spiritual oversight, shepherd the membership, and lead the church in fulfilling its mission according to Scripture and the principles of the Baptist faith.
The Pastor will guide the church in living out the commitment of Christian discipleship, mutual accountability, evangelism, stewardship, and community witness.

Biblical Foundation

The role of Pastor is grounded in the teachings of Scripture including:

- 1 Timothy 3:1-7
- Titus 1:5-9

Principal Responsibilities

Preaching and Teaching

- Preach biblically sound, Christ-centered sermons that encourage spiritual growth.
- Teach the gospel of the cross, burial, and resurrection of Jesus Christ.
- Provide Bible study leadership and promote Christian education ministries.
- Ensure the Word of God remains central in worship, church and daily life.

Spiritual Leadership

- Provide vision and spiritual direction for the church and its continued growth.
- Lead the congregation in living a life with high moral and ethical standards.
- Promote unity, love, and accountability among members.
- Contributing cheerfully and regularly to the church.
- Encourage spiritual disciplines, including prayer, worship, and service.

Pastoral Care

- Care for the needs of God's people by providing prayer and spiritual support to members wherever needed.
- Officiate services, administer the church ordinances to include, but not limited to weddings, funerals, baptisms, and communion services.
- Maintain accessibility to minister and provide care for those that are sick and shut-in, grieving, and spiritually struggling.

Church Administration and Leadership

- Work collaboratively with the Deacon Ministry to oversee the spiritual welfare of the church.
- Work with and adhere to the general guidelines set forth by the Finance department.
- Provide leadership to ministry leaders, staff, and auxiliary ministries.
- Assist in strategic planning, ministry development, budgeting guidance, and other program development.
- Ensure church operations align with the mission and covenant of the church.
- Support the administration of church policies and programs.

Evangelism and Community Engagement

- Lead efforts in evangelism and outreach within the community.
- Encourage members to share the Gospel and live as Christian witnesses.
- Lead and coordinate the support of missions on all levels.
- Be committed, actively engaged and involved in the community.
- Must be willing to relocate or live in the local community.

Discipleship and Member Development

- Encourage church members to grow spiritually and live holy lives.
- Support leadership development and mentoring of future ministers.
- Promote stewardship, faithful giving, and service in the church.
- Promote family and personal devotion.

Spiritual Qualifications

The Pastor should demonstrate:

- Be a born-again believer with a clear calling to pastoral ministry.
- Demonstrate spiritual maturity and moral integrity.
- Be fully committed to spiritual doctrine and church covenant principles.
- Exhibit the characteristics of the fruit of the Spirit (Galatians 5:22-23).

Education and Experience

Qualifications Include:

- Seminary training (Master of Divinity or equivalent theological education) preferred.
- Licensed and ordained Baptist minister in good standing who demonstrates authentic understanding of theology and practices in alignment with the qualifications of a pastor as noted in 1 Timothy 3:1-7 and Titus 1:5-9.
- Have five years of proven pastoral, associate minister or ministry leadership experience.
- Successful experience working with diverse congregants and the youth program.
- Strong biblical preaching and teaching ability.
- Possess basic information technology/technical skills.

Personal Characteristics

The Pastor should demonstrate:

- Strong oral and written communication skills
- Compassion and pastoral sensitivity
- Integrity and accountability
- Relatable personality

APPLY BY SENDING YOUR RESUME BY MAIL:

Douglas Chapel Missionary Baptist Church
Attention: search Committee
PO Box 604
El Dorado, AR 71731

Or email:
andavis@ess.com

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Senior Pastor Job Description

