



Pastor – Austin Heights Church (Job Description)

Qualifications

- Mature and growing Christian
- Graduate Degree from a Seminary (Master of Divinity preferred)
- A minimum of 2 years full-time Pastoral experience
- Ability to think theologically
- Familiarity with and participation in the Cooperative Baptist Fellowship

Key Responsibilities

Employee Category: Professional Minister Full-Time

- Reports to the Personnel Committee and is evaluated by them

Essential Duties

- Lead congregation in worship
- Strive to develop preaching and teaching methods that inspire and challenge spiritual growth
- Set vision and direction for the church
- Train and equip leaders for ministry through personal modeling, mentoring, and programming
- Conduct weddings, funerals, baby dedications, and other special events
- Visit people in the midst of crisis (i.e., death, sickness, trauma, or other significant events) where pastoral care is needed
- Counsel those in spiritual need and comfort the bereaved
- Help equip deacons to care for families of Austin Heights
- Work with ministry staff to develop a comprehensive religious education program

- Lead Austin Heights in its efforts to target and win the lost and unchurched in Nacogdoches. Also fervently support national and world missions
- Guide the church members to responsible biblical giving through stewardship development

Leadership & Organizational Skills

- Act as the Supervisor of the Church Staff in conjunction with Church Council and appropriate committees
- Provide collaborative leadership with the Church Council, committees, and ministry teams
- Delegate effectively and empower lay leadership
- Support stewardship, tithing, and financial sustainability
- Maintain clear communication practices, including digital resources and outreach
- Bring helpful networks, partnerships, and community relationships into the life of the church

Diversity, Inclusion & Community Engagement

- Demonstrate a strong commitment to racial justice, immigration, diversity, and inclusion
- Strengthen relationships with community partners and local organizations
- Participate in interfaith dialogue and collaboration
- Lead a congregation with diverse theological backgrounds and faith experiences
- Engage social issues through a distinctly Christian lens rather than partisan framing
- Encourage advocacy that flows from spiritual conviction and communal discernment

Application Instructions

- Provide these documents by email to: ahcpastorfind@ahbcnac.org
 - Resume
 - Cover Letter (optional)
 - References
 - Links to audio/video samples of sermons or ministry activities