

GENERAL DESCRIPTION

The Senior Pastor is the shepherd leader of the church under the direct authority of Jesus Christ. As the spiritual leader, the Senior Pastor will nurture the church through the interpretation and proclamation of God's Word and shall lead the congregation, organizations and church staff to perform their duties. The Senior Pastor is accountable to preach, lead, disciple, minister, and evangelize in a manner that promotes harmony and unity. His goal is to equip the congregation and staff for ministry, witnessing, and leading Christ-like lives.

Reports to: Church Council

ESSENTIAL CHARACTERISTICS

- 1. Spiritual Discipline:** Devote himself daily to prayer and personal Bible study so as to be equipped spiritually for the tasks to which God has called him. (Romans 12:1-2)
- 2. Above Reproach:** Live out his faith as an example to the staff and congregation. He loves what is good, upright, and holy. He is disciplined and self-controlled. (Titus 1: 6-8)
- 3. Family Priority:** Lead his family well: be faithful to his wife and guide his children with loving discipline. He will give priority to his family, and see that it comes before everything (except his personal relationship with the Lord), even before the work of the church. (1 Timothy 3:4-5)
- 4. Good Shepherd:** Lead in a sacrificial way among the people with eyes fixed on the Chief Shepherd. He will seek the lost, bring back the strayed, bind up the injured, and strengthen the weak. He will be committed to the well-being of the staff and congregation. He will continually encourage his people that they have a living hope through the resurrection of Jesus Christ. (Ezekiel 34:15-16, 1 Peter 5:2-4)
- 5. Visionary:** Prayerfully discern God's vision for MBC and implement innovative strategies that align with God's mission and vision for our church. He will help others understand the church-wide strategy, and will effectively lead our congregation toward achieving the vision. (Jeremiah 29:11)

ESSENTIAL RESPONSIBILITIES

- 1. Preach the Word:** Feed his congregation the knowledge and understanding of God's ways and the Word, encouraging them in sound doctrine. He will enable the congregation to see how the Word comes to bear on all the diverse situations they will encounter in life. (Ephesians 4:11-12, 2 Timothy 4:1-2)
- 2. Leadership and Planning:** He will lead the staff and congregation in short- and long-range planning, goal setting, and strategic development. He will effectively communicate these goals and periodically evaluate progress made towards them. He will provide leadership to the budget process. (Proverbs 16:3)
- 3. Passion for Discipleship:** Lead in teaching the Word to new believers and equipping them with a deeper grasp of biblical doctrine and soul winning. He will build up the body of Christ until we all reach unity in the faith, knowledge of God's son, and spiritual maturity. He will develop opportunities inside and outside of the church for members to grow in their ability to lead others to a personal relationship with Jesus Christ. (Ephesians 4:11-13)
- 4. Heart for Missions:** Champion the work of MBC in missional efforts throughout the community, state, country, and world. He will lead by example through participation in mission trips when possible. (Acts 1:8)
- 5. Effective Teacher:** Hold firm to the trustworthy Word of God so that he will be able to give instruction in sound doctrine and also rebuke those who contradict the Word. (1 Timothy 3:2, Ephesians 4:11-12, Titus 1:9)

ESSENTIAL RESPONSIBILITIES CONT.

6. Continuous Improvement: Seek ways to continuously improve MBC's effectiveness and quality of the ministry in fulfilling the mission and vision, while adhering to its core values and the current revision (2000) of the Baptist Faith and Message, adopted by the Southern Baptist Convention. (Philippians 3:13-15)

7. Pulpit Ministry: Have special charge of the pulpit ministry to plan and preach all services of the church. He shall conduct worship and other religious services at regular and special meetings. He shall also coordinate to provide for pulpit supply during his absence. (Titus 1:9)

8. Effective Supervisor: Give encouraging supervision to the professional staff and employees. He will work closely with the Personnel Committee in developing position descriptions for all church staff, conducting annual performance evaluations for all church professional staff, and have input into staff and employee compensation. Senior Pastor may remove, replace, or realign existing staff positions and will inform the Personnel Committee of all such actions. (I Peter 5:2-3)

9. Stewardship: Provide leadership in promoting church stewardship including a personal example through commitment to tithing. (Malachi 3:10-11)

10. Church Harmony: Seek to maintain peace, harmony, and unity within the congregation and staff. (Philippians 4:7)

11. MBC By-Laws: Lead in implementation of the By-Laws including the observance of the ordinances, examining all candidates for ordination, cooperation with the South Carolina and Southern Baptist Convention, and other organizational responsibilities as specifically defined. (Romans 13:1, Acts 6:3, and 1 Corinthians 11:6)