Ministry Position Description: **PASTOR**

**Function:**

The senior pastor is called of God to be the spiritual leader of the church as the undershepherd of Jesus Christ, in proclaiming and sharing the Gospel of Jesus Christ and the truths of Scripture; leading people to trust Jesus as their personal Savior and Lord; helping Christians grow spiritually to be like Christ and live for Christ; ministering to the needs of people in the church and community; providing visionary, Spirit-led leadership in the life and ministry of the church; and serving as the lead administrator to the ministry staff and church employees. The pastor is responsible to God and to the church for faithfully carrying out this calling and ministry with prayer, conviction, faith, vision, and humility.

**Responsibilities:**

* Set a role model and example of personal discipleship, Christian behavior and living, stewardship, spiritual growth, and ministry service (I Timothy 3:1-7, I Peter 5:1-4, Acts 20:28-32, Titus 1:5-9, I Timothy 5:17).
* Serve as the leader, overseer and vision-setter for the total ministry of the church in leading them to fulfill the functions of a New Testament church: evangelism, discipleship, ministry to needs, worship, and fellowship/encouragement.
* Supervise and advise the church ministry staff and ministry volunteers in their work in and through the church.
* Devoted to personal Bible study and prayer for their own spiritual maturity.
* Committed to prayerfully seek the Holy Spirit’s direction for preaching and teaching, and diligently study, prepare, and deliver sermons and teaching experiences that faithfully proclaim, explain, and apply God’s Word.
* Seek to disciple and equip church members and leaders to grow spiritually, identify and develop their spiritual-giftedness, and engage in areas of ministry and service in the church and community as led by the Holy Spirit.
* Give oversight to preparing and conducting meaningful worship experiences.
* Equip, participate, and oversee in the overall evangelistic and mission efforts of the church in effectively sharing the Gospel of Christ with others.
* Serve as chairman and/or active member of the church Leadership Team/Church Council in planning, organizing, directing, and evaluating the overall ministry of the church.
* Visit members of the church family to minister to their needs, with special focus on those who are in need of spiritual counsel or guidance, ill, homebound, in nursing homes, or in hospitals.
* Lead in identifying and addressing the ministry needs of the church family and community with the purpose of leading people to faith in Christ and greater spiritual commitment and growth in Christ.
* Ensure effective communication with the church family and community about the ministries, missions, events, situations, and activities of the church through personal, digital, written, and social media formats.
* Engage in outreach and visitation to people who have been guests at the church, and to those in the community that are not Christians, are not participating in a church, or not living in a vital relationship with Christ.
* Conduct premarital, vocational, family, death/grief, and relational counseling sessions as needed, advising other professional help for people when needed.
* Lead in the observance of the ordinances of the Lord’s Supper and baptism.
* Minister in wedding services and in funeral services as requested.
* Be willing to serve in community efforts and activities as a minister of Christ and the church to advance the Gospel, when led by the Spirit.
* Lead the church in cooperating with the ministries and mission efforts of the local Baptist association, the Mississippi Baptist Convention, and the Southern Baptist Convention, and keep the church informed of important information related to these entities.
* Develop ministry relationships with other churches and organizations when led by the Spirit, and when consistent with the church’s doctrinal stance, values, and ministry goals.
* Work with the deacons or elders, church leaders, and committees/teams in performing their tasks and responsibilities. Be available to provide or assist with training and assistance for these groups as needed. Serve as ex-officio member of committees/teams if instructed by the church bylaws.
* Be able to relate to and minister to people of different generational, ethnic, and social/economic backgrounds.
* Act as the moderator of the church if so required by the church bylaws.
* Adhere to the constitution and bylaws, and policies and procedures manual, as adopted by the church.

**Important Considerations for Bivocational Pastors and Ministers**

The Mississippi Baptist Convention Board’s Leadership Department defines *bivocational* as “a minister who is employed in one or more occupations apart from their paid service as pastor or minister of a local church, where the church does not provide a salary sufficient for them to devote full-time service to the church field.”

The ministry job description for full-time and bivocational pastors and ministers will include basically the same functions and responsibilities, with the important understanding and distinction that the bivocational pastor/minister will have considerably less time to devote to these responsibilities. Thus, a church must be understanding of the bivocational minister’s limited time, and be very supportive and engaged to minister and work with their bivocational minister to do and accomplish the needed ministry in the church and community.

When a bivocational minister is considering a move to a church, or beginning his ministry service at a church, it is very helpful and encouraged that the church leadership and the bivocational minister have a thorough, loving, and honest discussion about the realities and limitations of the minister’s time schedule, and the ministry and time expectations of the church family and leadership. The minister and church leaders may want to put these thoughts and expectations in the form of a written agreement as a guide and standard for the minister and church, with the understanding that these standards may be altered in the future, if needed, by mutual agreement between the minister and the church.

**For more information or discussion, contact Dr. John Pace, Director,**

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