**SENIOR PASTOR – Job Description**

*A Senior Pastor must have a passion for shepherding the saints, equipping them for ministry, compassion for the lost, and influencing the community for Christ.*

**Reports to**: Personal Committee

**Qualifications and Position Requirements:**

* A clear testimony of faith in Jesus Christ and a vital, growing personal relationship

with Him. Able to give testimony to salvation.

* Must meet the qualifications of 1Timothy 3:1-16.
* Commitment to the mission, vision, and worship philosophy of Jones Road Baptist.
* Relational skills and an enthusiastic present for pastoring a church in worship
* A team player with a positive attitude.
* Show leadership ability and good communication skills.
* Experienced in preaching and teaching God’s word.
* Some training or experience in counseling.
* Experienced in leading others to Christ.
* Show discretion when needed.
* Preferably, holds at minimum: an undergraduate degree from a Southern Baptist seminary or a comparable accredited, conservative, evangelical institution.

**Characteristics Duties and Responsibilities:**

* Maintain an authentic and growing walk with Jesus Christ through the ongoing spiritual disciplines of Bible reading, prayer, personal worship, fasting, confession and fellowship.
* Spend time developing relationships with lost people to be personally effective in pursuing the Great Commission and helping the church to do the same.
* Motivate, equip, and nurture the people of the church through preaching and teaching God’s Word and spiritual counseling.
* Oversee pastoral staff.
* Contact/visit with guests, new members, hospitalized, homebound and grieving church members for spiritual needs and encouragement.
* Officiate at weddings and funerals as requested by members and provide counseling, spiritual needs, and encouragement.
* Spend significant time in prayer and Bible study.
* Provide premarital counseling, counseling regarding salvation and spiritual issues and other counseling for church member as time permits.
* Oversee church discipline and manage conflict in the church. Seek to reconcile relationships and promote unity within the church.
* Perform ordinances of the Lord’s Supper and Baptism.
* Provide leadership and vision for the church. Direct plans for ministry and church growth; develop and fine-tune the church structure based on the Biblical Principles of ministry.
* Be active in the community and the First Coast Church Association.
* Participate in evangelism efforts through preaching and giving invitations during worship services, revival and other special services, visitations, and other outreach efforts.

**Expectations:**

* Arrive 45 minutes prior to the beginning of any scheduled service and obligations to ensure the necessary support staff and items are in place. (i.e. Sunday 8:30 am; Wednesday 6:00 pm and Sunday evenings)
* Grow Jones Road Baptist Church in meaningful ways.
* Meet with the Staff individually to provide encouragement, direction, support and challenge toward holiness and righteousness.
* Conduct monthly staff meetings to discuss plans, directions, and support for the team.
* Attend all worship services, prayer service, and special meetings.
* Meet with the Deacons monthly to discuss plans, directions, training, and support.
* Present semi-annual ministry updates and goals for the coming year to the church.
* Participate in a yearly job performance review for each employee as needed by the Personnel Committee.
* Set annual goals for Jones Road Baptist Church based on our vision and then evaluate how those goals were attained or modified during the year.
* Work with the finance team in preparing and maintaining the annual budget.
* Attend or have a staff member represent the ministry team in all committee meetings.
* There will be a 3-month review to determine if you continue in the current position and thereafter a yearly review from the Deacons and/or Personnel Committee as needed.
* Must be able to give at least 30-day notice of resignation.

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| **Job Title:** | Senior Pastor | **Accountable to:** | | GOD, Deacons, and Personnel Committee |
| **Department/Group:** | General Staff/administration | **Spiritual Gifts:** | | Administration • Exhortation • Pastor/Shepherd • Teaching • Evangelism |
| **Location:** | Jones Road Baptist Church | **Ministry Target:** | | Congregation and community |
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| **HR Contact:** | Personnel Committee | **Position Filled By:** | | Required church membership at JRBC |
| **Best Character Traits** | Genuine • Honest • Faithful • Compassion • People Person |  | | N/A |
| **Minimum Maturity Level** | Stable, maturing Christian. Must be obedient in tithe and attendance | | | |
| **Applications Accepted By: JRBC – Personnel Committee** | | | | |
| **E-mail:**  JonesRoadBC@comcast.net  **Attention:** Personnel Committee | | | **Mail:**  Jones Road Baptist Church  Attention: Personnel Committee  2506 Jones Road  Jacksonville, FL 32220 | |