

LEAD PASTOR

First Baptist Church, Olds, AB

Position Description

Primary Role:

The Lead Pastor will provide leadership and oversight to the ministry of First Baptist Church to accomplish the church's mission in accordance with its ministry priorities, policies, and bylaws with a focus to equip the pastoral team, elders, and congregation to do the work of the ministry. BEPPM 2.1, 2.2, 4.2.1

Responsibilities:

1. Demonstrate a clear commitment and personal loyalty to Jesus Christ.

- a) In addition to the qualifications for membership in the church, the Lead Pastor shall demonstrate the Biblical qualities of elder and overseer as found, for example, in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:1-4.
- b) Establish and maintain a regular time of private prayer to intercede for the congregation and its ministries.

2. Give himself primarily to the ministry of preaching and teaching.

- a) Believe and preach the doctrines embodied in the Bible and defined by the Statement of Faith of First Baptist Church. PSFB 1.2; 5.6.6.1(a); BEPPM 4.1.6.1(a)
- b) Make the preaching of God's Word the primary focus of his ministry, allotting the majority of his time to pulpit preparation. PSFB 5.6.6.1(b); BEPPM 4.1.6.1(b)

3. Provide leadership to the pastoral team and staff of First Baptist Church.

- a) Encourage collaboration among the pastoral team and staff.
- b) Offer guidance and support to the pastoral team and staff in their ministry areas, as needed.
- c) Call regular pastoral team and staff meetings to facilitate communication and coordination within the pastoral team and staff. BEPPM 4.2.2
- d) Take the initiative in shaping the mission, vision, and ministry priorities of the church together with the pastoral team and will work with the pastoral team to keep our ministries consistent with our mission, vision, and ministry priorities. BEPPM 4.2.4
- e) Work to encourage a positive ministry relationship between the pastoral team and staff and the lay leaders and congregation. BEPPM 4.2.3, 4.2.5

4. Provide oversight to the worship services of First Baptist Church.

- a) Organize pulpit supply and guest speakers.
- b) Oversee all elements of the public worship services of the church, as well as other worship services that the Board shall direct him to organize. PSFB 5.6.6.1(d); BEPPM 4.1.6.1(d)
- c) Recommend worship leaders to the Board of Elders for approval.
- d) Give direction to and work with the worship deacons, as well as any other appointed committees or teams, to facilitate the worship services of the church.

5. Provide pastoral care to the congregation of First Baptist Church

- a) In cooperation with the pastoral team and Elders, care for and shepherd the congregation of the church. PSFB 5.6.6.1(c); BEPPM 4.1.6.1(c)
- b) Though not exhaustive of the duties of the Lead Pastor, the following items are given for the purpose of example. The Lead Pastor will conduct visitation, officiate at weddings, conduct child dedications and perform funerals, in cooperation with other members of the pastoral team. PSFB 5.6.6.1(c); BEPPM 4.1.6.1(c)
- c) Perform all other duties commonly incumbent upon this office. Responsibility for pastoral duties not delegated to other members of the pastoral team shall remain the responsibility of the Lead Pastor. PSFB 5.6.6.1(g); BEPPM 4.1.6.1(g), 4.2.1

6. Provide leadership and oversight to the ministries of First Baptist Church.

- a) Encourage and initiate the creation of ministries and programs that will equip the church to accomplish its mission, vision, and ministry priorities. BEPPM 2.1, 2.2, 4.2.1

7. Serve with the Board of Elders of First Baptist Church.

- a) Work with the Chair of the Board to develop agendas for Board meetings.
- b) Provide spiritual leadership to the Board to equip them as shepherds and overseers.
- c) Provide sound Biblical advice and training to the Board pertaining to issues on spirituality, congregational care, discipleship, doctrine, bylaws, church discipline, church governance, etc.
- d) Report directly to the Board. PSFB 5.5.3.1(m); BEPPM 3.2.3.1(m)

8. Administrative responsibilities for the Lead Pastor.

- a) Be an *ex officio*, non-voting member of all boards, departments and committees," and will be able "to present motions, move and second motions and participate in the discussion of motions but shall not vote in the decision of motions. BEPPM 4.1.3
- b) Attend and report to the regular meetings of the Board and all congregational meetings. BEPPM 4.4
- c) Oversee the preparation and administration of the budget for those areas of ministry for which he is responsible.

In addition, the Lead Pastor will be expected to:

- a) Become a member of First Baptist Church; agree to and uphold its Statement of Faith and Bylaws and Policies. PSFB 5.6.2; BEPPM 4.1.2
- b) Sign and adhere to the church's Employee Lifestyle Agreement. BEPPM 4.9
- c) Agree and adhere to the church's Pastoral Team Covenant. BEPPM 4.3
- d) Cooperate with the local organized work of Baptist and other evangelical churches when such cooperation is consistent with the church's faith and practice. PSFB 5.6.4; BEPPM 4.1.4

Notations:

PSFB: Policies of the Society of First Baptist Church Olds, September 27, 2018.

BEPPM: Board of Elders Policies and Practices Manual, January 11, 2020.