

Heritage Baptist Church

Lead Pastor

Ministry Description

PRIMARY MISSION/PURPOSE

The Lead Pastor will function as the Pastoral Team Leader of Heritage Baptist Church. He will work with the pastoral team to provide spiritual oversight of the church. He will give direction to the shepherding and equipping responsibilities of the church for the purpose of making disciples who make disciples. He will be committed to helping more people become more like Jesus.

DUTIES AND RESPONSIBILITIES INCLUDE:

- He will serve as the primary teacher and preacher of God's Word and share that responsibility with others as part of the disciple-making process. We would expect that initially, he would preach 80-85% of the time (not including vacation) so as to get acquainted with the church.
- He, along with the Pastoral Team, will work closely together to ...
 - equip the church, give direction and accountability for the day-to-day operations of the church, and shepherd the flock.
 - give vision to the church and its various ministries and provide leadership in the accomplishing of the mission of the church.
- In his relationship with the Pastoral Team, he must be a team player and a team builder who enjoys and values a team dynamic. He must be comfortable functioning as the first among equals.
- He will continue to develop a culture of discipleship and model Great Commission thinking both in the ministry of the church and outreach into the community.
- He will be a regular and compassionate presence in the lives of the church and community. This will include appropriate pastoral care. He will ensure that Biblical Counseling is available for those in need.

QUALIFICATIONS:

- Meet the requirements for the office of a pastor/overseer/elder as described in 1 Timothy 3:1-7 and Titus 1:6-9.
- Evidence a dynamic and growing relationship with Jesus Christ and a commitment to personal spiritual disciplines.
- Understand and be committed to the mission, philosophy, and doctrinal statement of Heritage Baptist Church.
- Possess successful local church ministry experience that include the following competencies:
 - Strong interpersonal skills and the ability to effectively communicate with a wide range of individuals and groups in the church and community both with verbal and written abilities.
 - Organizational skills ... accurate and efficient with details, dependable and self-disciplined.
- Exhibit critical-thinking, problem-solving, and teamwork skills.
- A bachelor's degree is required, with advanced education preferred.

MINISTRY POSITION AND MUTUAL EXPECTATIONS

WORK HOURS

The Lead Pastor is a full-time position that requires a minimum of 45 hours per week.

SALARY

The Lead Pastor is a salaried position paid in the range of \$70,000 to \$80,000 per year.

BENEFITS

The Lead Pastor will receive health insurance benefits as provided under the current plan. The church pays 80% of the premium. The plan and benefits offered are subject to change from year to year.

Heritage Baptist Church also funds a Health Savings Account which is subject to change from year to year.

Heritage Baptist Church maintains a 403(b)-retirement program that currently pays 3% of salary. Although there is no matching or contribution by the church for this position, the employee may make individual contributions to the plan through payroll deduction.

Time off is based on the "Paid Time Off Policy" of the church.