



## SENIOR PASTOR JOB DESCRIPTION

Bethany Baptist Church

275 West Market Street, Newark, New Jersey 07103

### **Mission Statement**

*Empowered by the Holy Spirit, Bethany's mission is to Recruit, Equip, and Deploy witnesses for Christ!*

### **Position Summary**

Bethany Baptist Church (BBC) is seeking a full-time Senior Pastor who will lead our congregation.

The ideal senior pastor is a servant leader of strong faith, who lives a life of prayer, integrity, humility, and compassion. We are a congregation committed to social justice and expect our spiritual leader to guide the congregation through biblically grounded teaching that connects Scripture to daily life. This leader inspires unity and spiritual growth, provides wise counsel and encouragement, and demonstrates visionary leadership that engages both the local Newark community and the global mission. The candidate should be skilled in administration, financial stewardship, community organization and team building. The pastor should have the ability to communicate effectively across all ages, and use technology to enhance worship and connection. Above all, the pastor embodies godly character, moral guidance, and a heart for service, leading with grace, wisdom, and love.

### **BBC Church Profile**

Established in 1871 by twenty-six African American men and women, BBC holds the distinction of being the oldest Black Baptist congregation in Newark, NJ.

United in purpose and guided by a commitment to service, the church community seeks to support one another through kindness, prayer, and adherence to Christian principles. Looking ahead, BBC remains dedicated to advancing spiritual growth, fostering meaningful relationships, and extending compassion to all who seek hope and belonging within its membership.

Throughout its history, the church has continually adapted to address the evolving needs of both its congregation and the broader community, while acting with humility and grace. Its ministries and outreach initiatives exemplify this dedication, sustaining an environment where every individual is valued and supported. In worship, service, and fellowship, the church prioritizes connection, the expression of faith, and the cultivation of hope among all participants.

As BBC progresses, it aspires to uphold its mission to create a welcoming environment where faith and compassion bring together individuals from diverse backgrounds. The church remains

committed to ensuring each person feels respected and included, with the spirit of service shaping ongoing ministry and outreach efforts. With appreciation for its legacy and optimism for future endeavors, BBC welcomes new possibilities to serve, worship, and grow as a unified body, intending that its influence will inspire future generations to embody the light of Christ in their communities.

**Key Duties and Responsibilities: The Pastor shall:**  
**Biblical and Pastoral Leadership**

- Demonstrate character, humility, honesty, compassion, empathy, moral guidance, and integrity consistent with the principles and teachings of Jesus the Christ
- Serve as a prayerful leader with strong faith, guiding the congregation through biblical teaching that connects Scripture to everyday life.
- Provide pastoral care including counseling, spiritual guidance, and encouragement rooted in love, grace, and sound doctrine.
- Model a life consistent with Christian values and a commitment to spiritual growth and Biblical and Pastoral Leadership.
- Demonstrate strong Christian character, humility, honesty, compassion, empathy, moral guidance, and integrity.
- Serve as a prayerful leader with strong faith, guiding the congregation through biblical teaching that connects Scripture to everyday life.
- Provide pastoral care including counseling, spiritual guidance, and encouragement rooted in love, grace, and sound doctrine.
- Model a life consistent with Christian values and a commitment to spiritual growth.

**Leadership:**

The ability to focus congregation's energies toward a common vision/goal; inspire, build, lead, and mentor ministry teams and church staff; involvement with our Newark and global community; knowledgeable in financial management and able to develop and implement church budgets.

**Administration:**

Oversee church staff/operations; resolves conflicts, multi-tasks, listens to/provides constructive feedback/communication in a timely manner

**Effective Communicator:**

Be clear and engaging in written and verbal communications, sermons, Bible Study and personal interactions with all ages.

**Pastoral Vision:**

Innovative, adaptable, open to creative ways to meet evolving needs of congregation, attract new members, intentional engagement to build relationships, caring and trust.

**Technological Experience:**

Able to use technology to deliver sermons and other church functions, conduct Bible Studies and communicate with the congregation.

**Qualifications****Education:**

Required: Currently possesses a Bachelor's Degree from a college/university and a Master of Divinity (MDiv) from an accredited seminary.

Preferred: Has or is matriculating towards an earned doctorate in a relevant subject area.

**Experience:**

Must have 4 - 10 years of previous service as a paid member of the ministerial staff.

Must be a licensed and ordained minister and demonstrate knowledge of church policy, principles and procedures

**Deadline**

**Saturday, January 31, 2026, at 11:59 pm (EST)**

Please note that we do not accept telephone calls or emails regarding this posting.

**Application Link**

<https://bbcpastorapplication2026.paperform.co/>