

Senior Pastor

Second Baptist Church
Lubbock, Texas

Purpose:

To be the primary proclaimer and spiritual care provider for Second Baptist Church, and to lead the congregation in a team leadership model with excellence and integrity in all areas of ministry in accordance with our mission.

Primary Responsibilities:

- Champion the mission of Second Baptist Church and the message of Christ in all aspects of ministry and life.
- Shepherd the unity and spiritual well-being of the congregation in concert with the deacon body and staff.
- Lead and serve in all areas of worship, discipleship, mission and community in collaboration with staff, members and laity.
- Preach regularly at the two weekly scheduled worship services.
- Teach regularly as programming and seasons of ministry allow.
- Collaborate with Executive Pastor – Dr. Tim Lyles in designing and executing worship services.
- Inspire and empower spiritual and theological development through Bible studies, small groups and ministries.
- Develop volunteer and lay leaders.
- Present the mission of Second Baptist in the local and global community.
- Establish and maintain a presence in the public life of the congregation.
- Conduct weddings, funerals, baptisms, dedications and other sacred moments in the life of the church and community at large.
- Sit on Vision and Leadership Team and other ministry teams as necessary.
- Supervise all associate pastoral staff and coordinate other non pastoral staff needs with Executive Pastor – Dr. Tim Lyles.
- Model unity in staff and congregation using a variety of giftedness and communication avenues.

General Responsibilities:

This job description is not intended to be an exhaustive list of all of the duties of the job of Senior Pastor. The Senior Pastor may be asked by the VLT to perform other duties which are complimentary or similar to the Primary Responsibilities, or which might arise due to unforeseen circumstances related to the life of the congregation. As unforeseen circumstances arise, the Senior Pastor, the Executive Pastor and the VLT will work together collaboratively and in good faith to delegate duties in a manner which is equitable and agreeable to all parties.

Conflict Resolution:

The team leadership model envisions that any conflicts between the Pastors will be resolved in good faith and by mutual agreement of the Pastors acting compassionately, honestly and with professionalism toward each other. However, if any conflict cannot be resolved by mutual agreement, the Pastors agree to promptly notify the VLT so that the VLT can act as mediator between the Pastors and resolve any such disputes. If requested to resolve any such disputes, the VLT will use all reasonable means of remediation and reconciliation to resolve and / or negotiate the matter

in dispute. All conflicts between the Pastors will be mediated by the VLT with compassion, honesty and professionalism.

Specifications:

- Pastoral Staff.
- Ordination is required.
- Full-time with pastoral benefits as outlined in the job offering letter.
- Reports directly to congregation through the Vision and Leadership Team.

Supervisory Structure:

- Senior Pastor – shall serve in team leadership model in collaboration with Executive Pastor – Dr. Tim Lyles. Although a team leadership model is contemplated, the Senior Pastor will have authority to solely determine the content of sermons and messages from the pulpit.
- All pastoral staff EXCEPT the Senior Pastor, and Executive Pastor – Dr. Tim Lyles, shall be classified as associate pastors – this includes all current pastoral staff members, and any/all future pastoral team hires. Senior Pastor shall be the direct supervisor of all associate pastors on staff. Executive Pastor – Dr. Tim Lyles shall be the direct supervisor of all non-pastoral church staff.
- The team leadership model outlined here shall remain in place unless Senior Pastor and/or Tim Lyles are no longer employed by Second Baptist Church.

Church Affiliations / Characteristics / Resources/ Governing Documents:

- Second Baptist Church is an inclusive community seeking to welcome and embody the fullness and beauty of the Christian church and celebrates many aspects of the liturgical, church calendar and lectionary.
- Second Baptist's worship is a dynamic and spirit-filled fusion of diverse styles, traditions, music and cultures. Worship opens us to transforming encounters with Christ, with each other, and calls us to action.
- Second Baptist Church is a partner with Cooperative Baptist Fellowship and Alliance of Baptists networks.
- Second Baptist Church is governed by a Covenant of Community, and the Senior Pastor will be familiar with such governing document. This job description is intended to define the duties of the Senior Pastor as contemplated in Article III.A of the Covenant of Community. The Covenant of Community is subject to review and revision as described in Article IV.G of the Covenant of Community.
- All personnel at Second Baptist Church are subject to the Personnel Policies which may be revised from time to time by the VLT. In the event of any conflict between this job description and the Personnel Policies, this job description will govern and control. Further, if the Senior Pastor has been provided with a written letter describing the proposed benefits to be offered as a condition for employment, the written benefit package provided to the Senior Pastor (to be contained in personnel file) will govern and control over any conflicting provision of the Personnel Policies.

Position Acknowledgement:

I have received and read the **Senior Pastor** job description, understand the requirements of the positions, and accept the responsibilities and duties described.

I have been given an opportunity to ask for clarification on any matters regarding this position about which I had questions or about which I may have been unclear.

Signature_____

Printed Name_____

Date_____