

# Trinity Baptist Church Senior Pastor Profile

## Overview

Trinity Baptist Church (TBC) is looking for a man who has been called by God into pastoral ministry to be the shepherd-leader of our church. In cooperation with the Elder Board, he will guide TBC in its mission of seeking, serving, and sharing Christ. He will lead our staff in the position of Senior Pastor. Applicants for the position of Senior Pastor must state unequivocally their calling from God to pastor His people. The successful candidate will demonstrate an alignment with the mission and values of TBC.

## Candidate Characteristics

A successful candidate must meet the qualifications of an elder as stated in 1 Timothy 3:1-7 and Titus 1:5-9. He should exhibit the following characteristics:

- Believes that the entire Bible is the inspired word of God and is able to teach it faithfully
- Agrees wholeheartedly with the TBC Doctrinal Statement
- Has been ordained or is willing to commit to that process
- Preferably has a Baptist or like-minded background
- Exhibits an exemplary personal life and stable family relationships
- Maintains a consistent prayer life and demonstrates a continued effort to grow in personal discipleship and a willingness to be held accountable
- Relates well to people and has a heart to shepherd them
- Demonstrates a passion for reaching the unchurched

## Candidate Responsibilities

### **1. Preaching/Teaching:**

The Senior Pastor will maintain a weekly gathering of the church for worship and learning. He will also systematically exposit the Scriptures and administer the ordinances. He will closely work with the Worship Leaders to coordinate the Sunday service. Finally, he will promote and nurture the spiritual interest of the church by providing strategic leadership to the church's multi-faceted discipleship program.

### **2. Community/Congregational Care:**

The Senior Pastor, with God's leading, is responsible for performing baptisms and communion, baby dedications, weddings and funerals. In collaboration with the Elders and church staff, he will:

- Make provision for the church family to receive personal, pre-marital, marital, crisis and conflict-resolution counseling in a safe and non-intimate setting, being aware of his limitations and referring to professionals when necessary
- Provide for visitation to members, newcomers, shut-ins and people in crisis
- Foster corporate prayer and regularly pray for people and their needs
- Promote church membership

### **3. Leadership:**

Seeking God's direction, the Senior Pastor and the Elders will develop a vision for TBC.

As leader, he will:

- Develop and equip church staff and lay leaders for ministry through mentoring and discipleship
- Build strong ministry leadership teams
- Encourage members to serve using their Spirit-given gifts
- Support church ministries and help in the development of new programming as necessary
- Embrace a "transformational leadership" model
- Serve as ex-officio member of Trinity committees and boards, participating as needed

### **4. Missions:**

The Senior Pastor will passionately lead the church in outreach and sharing the Gospel. He will enthusiastically promote and support both local and global mission opportunities. He will help the church evaluate how to reach deeper into the community, especially across cultures and age groups by:

- Discerning the community to be reached with the purpose of designing effective/creative outreach
- Leading in the strategic planning and implementation of culturally-appropriate evangelism
- Equipping the church family to engage the unchurched around them
- Re-emphasizing TBC's historical commitment to global missions

### **Candidate Qualifications:**

- Master of Divinity degree
- At least 5 years of pastoral ministry experience in a church setting
- Has been ordained or is willing to commit to that process
- Must agree with TBC doctrinal statement