

PRIMARY OBJECTIVE OF POSITION:

Lead the church as it pursues its mission in renewing lives and our city through relationship with Jesus, accomplishing this task through the consistent teaching of God's word, sharing the gospel, prayer, and practicing God's love and righteousness.

WORK ENVIRONMENT:

First Baptist Church is located in the heart of downtown Minneapolis. Our church community of about 300 is a diverse group of people living in the city of Minneapolis and surrounding suburbs. The ministry staff is comprised of a full-time associate pastor responsible for adult ministries and local outreach, a full-time family ministry coordinator, and part-time youth ministry and worship directors. They are supported by three full-time and four part-time administrative and facilities staff members. Staff and members are committed to growing in their relationship with God through worship, community and outreach.

AREAS OF ACCOUNTABILITY:

Chief Administrative Officer

- Uphold and defend the Statement of Faith of First Baptist Church.
- Follow the church's bylaws and oversee their implementation in all church matters.
- Attend Church Board meetings and participate in Board decisions.
- Communicate to the congregation about the church's spiritual, social, and fiscal health.

Preacher and Teacher

- Teach and preach from God's word in Sunday services and throughout the week.
- Manage the content and quality of Sunday worship service(s).
- Spend a significant portion of each week studying God's word and in prayer.

Strategic Vision Partner

- Partner with the Church Board to help develop and implement the church's strategic vision, values, and objectives.
- Accomplish specific directions from the Church Board as they pertain to the church's vision, values, and objectives.

Ministry Director

- Oversee the church's ministries including prayer, evangelism, stewardship, missions, discipleship, music/worship, and congregational care.
- With the Board's approval, hire, fire, and manage church staff to accomplish these ministries.

Shepherd

- Promote a culture that exhibits God's love, righteousness, prayerfulness, and joy.
- Visit congregants who are ill or unable to attend worship services.
- Oversee marriages, funerals, and events that involve the church community and/or building.
- Interact with the laity at church events and during regularly published office hours.
- Enact church discipline when necessary and promote unity and fellowship within the body.

Evangelist

- Oversee and participate in the church's outreach activities.
- Seek opportunities to interact with and evangelize the downtown community of Minneapolis.
- Preach the Gospel of Jesus Christ.

QUALIFICATIONS:

General Requirements

- Meet biblical qualifications of a pastor as presented in 1 Timothy 3:1-7.
- Master's degree from an accredited seminary (minimum).
- Five years experience in pastoral ministry (minimum).
- Giftedness and experience in preaching and teaching.
- Experience in leading ministry staff and lay leaders.

Additional Requirements/Information

The governance of First Baptist Church is currently a traditional congregational model. Our Church Board is comprised of church members and the Senior Pastor is an ex officio member of the Board. However, we are in the process of transitioning from this form of governance to a plurality of elders model, where elders will be men who are trained for elder leadership and affirmed by the congregation. The Elder Board will be comprised of active members of the church who strive to live the lifestyle described in 1 Timothy 3:1-7. Applicants would need to be willing to agree on the plurality of Elder leadership structure and to agree to help the congregation through this transition.

ORGANIZATIONAL DETAILS:

- Type of position: Salaried, full time (40 hours/week)
- Accountable to: Church Board
- Supervisory capacity: all Ministry staff, Business Manager