

WINFREE MEMORIAL BAPTIST CHURCH

**Position Description**

**Title:** **SENIOR PASTOR**

FSLA: Exempt

Full-time

Reviewed by: Leadership Council

**PURPOSE:**

This is the spiritual leader of the church and will oversee the spiritual health and growth of the congregation. Consistent with the Constitution and Bylaws, the Senior Pastor will be responsible for leading the church to function as a New Testament church and shall seek the guidance of the Holy Spirit in interpreting the Word of God to the Church. The responsibilities of the Senior Pastor may change based on the needs of the church.

**Knowledge, Skills, and Abilities**

Comprehensive knowledge of the duties and responsibilities of the role of Senior Pastor in a large congregation; thorough knowledge of scripture and scriptural resources; thorough knowledge of the principles and methods of church management; ability to plan, organize, staff, direct, coordinate, budget, and evaluate the work of the church in its many forms; skill in leadership, managing conflict, and effective communication; sensitivity to the feelings and concerns of others guided by considerable tact, diplomacy, and compassion; ability to provide counseling to troubled church members and others; ability to establish and maintain effective working relationships with colleagues, staff, members of the congregation, and the general public; ability to inspire and lead the church to advance under the leadership of the Holy Spirit; ability to teach the Bible, and communicate the Gospel effectively.

**Required Education and Experience**

Any combination of education and experience equivalent to graduation from an accredited, four-year, college or university in the field of social sciences, supplemented by a Master of Divinity degree from an accredited seminary or divinity school. A doctorate in a relevant field of academic inquiry is preferred.

**Illustrative Examples of Work**

Executes the preaching and teaching offices of the church.

Coordinates with staff in planning and carrying out the worship services of the congregation; leads in worship, administers church ordinances, conducts weddings and funerals.

Functions as chief administrative officer of the church, directing and overseeing the work of colleagues, and staff, lay leaders, and the congregation as necessary.

Provides for the pastoral care needs of the congregation, coordinating work with Deacons, and other staff members; engages in active visitation effort for those who are

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in the hospital, and shut-ins.

Ensures excellence in all areas of ministry (children and youth, median and senior adults, music, missions and social service, outreach, and evangelism) through proactive participation in planning, training, organizing, and executing the various ministries of the church.

Chairs the Church Council (The Senior Pastor may delegate the administrative function of the chair) and serves as a member, by virtue of position, on all church teams, committees, councils, and boards.

Devotes planned time to prayer, Bible study, and reflection to ensure the maintenance of a wholesome Christian lifestyle and ability to provide inspired leadership of the church.

**Licenses, Certificates, or Certifications**

Position requires ordination by a Baptist church.