

## **First Baptist Church of Corsicana, Texas**

### **Senior Pastor Profile**

#### **Spiritual Leadership.**

In a Senior Pastor, we are seeking God's candidate for our congregation. This person will be expected to lead by example in what it means to live a God centered life with nothing to hide.

To lay out the expectations for spiritual leadership in this role, we look to the Bible's requirements for spiritual leadership in our Church from 1st Timothy when it says "2Now the overseer is to be above reproach, faithful to his wife, temperate, self-controlled, respectable, hospitable, able to teach, 3not given to drunkenness, not violent but gentle, not quarrelsome, not a lover of money. 4He must manage his own family well and see that his children obey him, and he must do so in a manner worthy of full[a] respect. 5(If anyone does not know how to manage his own family, how can he take care of God's church?) 6He must not be a recent convert, or he may become conceited and fall under the same judgment as the devil. 7He must also have a good reputation with outsiders..." (NIV)

We look further in Titus 1:5-9 where it tells us a leader must be "above reproach... holding firm to the trustworthy word as taught, so that he may be able to give instruction in sound doctrine and also to rebuke those who contradict it." (NIV)

Holding to these words, we are not seeking a perfect person but rather a spiritual leader who not only lives out all the spiritual disciplines but also teaches and encourages our flock to pursue the same.

#### **Job Qualifications**

- Male, ordained minister (Baptist preferred)
- 3+ years of experience in ministry as a lead pastor (preferred, not required)
- Proven record of preaching/teaching and holding to traditional biblical values
- Agrees with and supports the churches adherence to the 1963 Baptist Faith and Message
- Bachelor's degree (required); Seminary Degree (preferred)
- Meets the qualifications of an overseer according to 1 Timothy 3:2-7.
- Must pass criminal, financial, and driving background checks, along with drug/alcohol screen, and to comply with all applicable federal and state laws.

#### **Character and Beliefs** (*Titus 1:5-9, 1 Timothy 3:1-7, 1 Timothy 4:6-16, Acts 6:4*)

- Love the Lord your God, be a passionate follower of Christ, and be led by the Holy Spirit.
- Hold firm to the Bible as the infallible and inerrant word of God; this should be the foundation of your beliefs, choices, and world view.

- Be committed to personal prayer and intercessory prayer for your family, the staff, and the church
- Be a person of integrity in the family, in the church, and in the community.
- Believe and promote the doctrinal truths of the 1963 Baptist Faith and Message and adhere to the Bylaws and Constitution of First Baptist Church Corsicana. (FBC)

### **Position Responsibilities**

- Provide guidance for planning, organizing, directing, coordinating, and evaluating the total church program
- Preach at all worship service that includes a sermon and arrange for a qualified substitute when unavailable (2 Timothy 2:15)
- Ensure all sermons and teaching materials appropriately cite external sources- books, articles, sermons, or other media when referenced
- Train and lead the congregation in seeking the lost and sharing the gospel
- Provide pastoral care and counseling for individuals and families in need, free of charge. The pastor must be properly trained and equipped to offer these services effectively
- Provide leadership and training to staff, deacons, and the congregation in cultivating a ministry of care and service to individuals within the church and the surrounding community (Eph. 4:11-16)
- Lead and assist the staff and church members to become involved in missions support through prayer, mission offerings, and personal involvement, which involves local, state, national, and international missions
- Be present at church conferences
- Plan and provide leadership in the observance of church ordinances (Lord's Supper, Baptism, etc.)
- Conduct funeral services and wedding ceremonies or share these responsibilities with other staff members
- Partner with deacons, church officers, and committees, providing them with the information and support needed to fulfill their assigned duties
- Work with other ministerial staff and deacons to visit church members who are in hospitals and nursing homes, as well as new member prospects, and make emergency pastoral care visits as needed
- Assist the Associate/Administrator Pastor in planning, conducting, and evaluating a comprehensive plan of business operation for the church, preparing the annual budget, gathering from church leaders, staff, and appropriate committees information for the Budget Planning Committee
- Serve alongside the Ministerial and Support staff members in leading First Baptist Church to discern and do the will of God
- Lead weekly staff meetings
- Be available nights and weekends for ministry events

- The Senior Pastor role requires full-time commitment and is prohibited from engaging in outside employment during work hours, except as authorized by Personnel Committee.

### **Administrative Duties**

- Provide leadership and oversight for all church staff, including pastoral team members, ministry leaders, and support personnel.
- Lead church operations to ensure effective and efficient ministry functioning.
- Meet regularly with the Deacon body, ministry teams, and church committees to support collaboration and decision-making.
- Plan, organize, and lead weekly staff meetings to align ministries with the church's mission, vision, and goals.
- Work closely with the Finance Team to develop, manage, and monitor the annual budget and financial stewardship practices.
- Ensure compliance with church policies, procedures, and denominational guidelines.
- Moderate church business meetings, providing leadership, clarity, and transparency in congregational matters.
- Support long-range planning by evaluating ministry effectiveness and recommending improvements for growth.

### **Pastor Care/Shepherding**

- Be passionate about the ministry of FBC.
- Be loving and gracious to all, looking for opportunities to better know and connect with the church.
- Work with ministerial staff, deacons, and lay leadership to provide spiritual guidance and counseling to FBC members.
- Provide care for FBC members by involving and training other staff members, deacons, and lay leadership to ensure all are ministered to when needs arise.
- Promote and foster a sense of community within the congregation and encourage outreach efforts to the wider community.
- Mediate conflict when needed to produce healthy, productive relationships in the church.
- Should some serious condition exist which would cause a member to become a liability to the testimony of Christ or to the general welfare of the church, take every reasonable measure with the staff and the deacons to resolve the problem and follow biblical church discipline. (Matthew 18)

## **Accountability**

Will be subject to annual performance review as defined in Church Policy and Procedure to affirm Spiritual accountability as referenced in 1 Peter 5:1-4 and Hebrews 13:17.

“<sup>1</sup>Therefore, I urge elders among you, as your fellow elder and a witness of the sufferings of Christ, and one who is also a fellow partaker of the glory that is to be revealed: <sup>2</sup>shepherd the flock of God among you, exercising oversight, not under compulsion but voluntarily, according to the will of God; and not ]with greed but with eagerness; <sup>3</sup>nor yet as domineering over those assigned to your care, but by proving to be examples to the flock. <sup>4</sup>And when the Chief Shepherd appears, you will receive the unfading crown of glory.” 1 Peter 5:1-4 NASB

“Obey your leaders and submit to them—for they keep watch over your souls as those who will give an account—so that they may do this with joy, not [a]groaning; for this would be unhelpful for you.” Hebrews 13:17 NASB