



JOB DESCRIPTION: LEAD PASTOR

(Revised March 2023)

A. Overview

The Lead Pastor fills the role of a Biblical preacher/teacher, shepherd and servant leader. He is spiritually mature and is primarily responsible for the spiritual welfare of the church and its members. He exhorts and encourages the church in the fulfillment of the Great Commission of missions, disciple making and discipleship, as well as the Great Commandments of love for God and others. The Lead Pastor proclaims the Gospel, practices personal spiritual disciplines and develops the congregation in spiritual growth and discipleship, in ministry, missions, evangelism, fellowship and worship. The Lead Pastor works cooperatively and collaboratively with staff, deacons, volunteer teams, committees, the church council and the church at large in achieving his duties.

B. Qualifications

1. The Lead Pastor shall have a passion for Jesus that is contagious.
2. He shall be a Christian, a member in good standing of a Baptist church, in agreement with the Church Covenant and Statement of Faith and become a member of First Baptist Church North Kansas City.
3. He shall have a genuine commitment to the gospel ministry and a sense of divine call to the pastoral ministry.
4. He shall have seminary training, skills and experience to serve in this capacity.

C. Responsibilities

1. Principle Functions:
The Lead Pastor is to proclaim the gospel, teach the Biblical revelation, provide leadership in all areas of church life, lead the ministerial staff in the fulfillment of their duties, lead the church in mission and ministry and engage in pastoral care.
2. Relationships:
 - a. The Lead Pastor shall be responsible to the congregation through the Personnel Committee of First Baptist Church North Kansas City in the fulfillment of his responsibilities.
 - b. He shall be the lead on matters of pastoral care. The Senior Associate Pastor-Education and Administration shall be the lead for administrative duties. These two positions will work closely and collaboratively.
 - c. He shall work closely with the Deacons to provide pastoral care to all church members.
 - d. He shall collaborate with the Clay Platte Baptist Association, the Missouri Baptist Convention and the Southern Baptist Convention to further the work of this church and other cooperating churches.

D. Specific Areas of Responsibility:

1. *Dynamic Worship*

- a. Prepare and deliver at least weekly sermons and lead a regular Wednesday night ministry.
- b. Plan and conduct dynamic worship services in cooperation with volunteer and staff ministerial team(s).
- c. Support and encourage volunteer and staff ministerial team leaders in developing expertise that promotes dynamic worship.

2. *Bold Evangelism*

- a. Provide leadership in meaningful and responsive ministry and mission outreach and all areas of church life.
- b. Regularly and consistently share the Gospel with unbelievers by example and word.
- c. Work collaboratively with Mission and Ministry Teams to ensure evangelism opportunities for all members of the church family.

3. *Effective Discipleship*

- a. Work with and through the Church Council to plan and accomplish the church strategic plan.
- b. Grow the church body through discipleship, evangelism and generosity.
- c. Work with the appropriate officers, committees and Church Council to insure the effective use of church resources.
- d. Serve as moderator of church business meetings and as ex-officio member of all church committees.

4. *Unselfish Ministry*

- a. Work with Deacons, ministerial staff and other groups to provide pastoral care to church members.
- b. Counsel church members and/or assist them in finding appropriate Christian counsel and relevant support.
- c. Provide pastoral counseling and perform other pastoral care functions such as funerals, weddings or baptisms as needed.

5. *Caring Fellowship*

- a. Demonstrate and encourage love, unity and mutual support among our church family.
- b. Promote and encourage involvement in small group ministry.
- c. Build community and fellowship through Christ-like leadership.

E. Additional Duties as assigned by the Personnel Committee

F. Other: Other policies related to compensation, benefits and termination of services are outlined in the church's Personnel Policy.