



Glory Baptist Church

28053 360th Avenue
Aitkin, MN 56431

aitkinchurch.com

218-927-3678

Glory Baptist Church, Aitkin, Minnesota

Job Title: Senior Pastor

Reports to: Church Deacon Board

Last Date Updated: May 23, 2024

Job Description Overview:

Glory Baptist Church is looking for a Senior Pastor who will ensure a Biblically based message is regularly delivered with excellence and passion; will seek to understand God's vision for the church and effectively communicate this vision to the congregation; and will act as a leader, shepherd and chief executive officer of the church, all with guidance from the Deacon Board and the Church Council.

Qualifications:

- Demonstrates a deep personal relationship with Jesus Christ which is evidenced in daily life and exhibits the character qualities outlined in 1 Timothy 3:1-7, Titus 1:5-9, 1 Peter 5:1-4
- Exhibits personal qualities that are of the highest integrity and unquestionable honesty
- Earnestly seeks God's will above all other motivations
- Demonstrates a passionate, heartfelt love for people with a Christ-like concern for their spiritual, physical, mental and emotional well-being
- Actively disciples and mentors individuals as Christ did with His disciples
- Willing to become a member of Glory Baptist Church and to be committed to this ministry

Education and Experience:

- Masters of Divinity degree or higher from respected accredited evangelical seminary
- Experience in pastoral ministry (preaching, teaching and leadership)
- Licensed as an ordained minister or willing to seek ordination within two years of employment

Requirements and Responsibilities:

- **Preaching:** Seek to discern God's message and spend significant time and effort to develop and deliver that message, primarily employing the exegetical method of preaching and teaching.
- **Visionary Leadership:** In partnership with church leadership, seek God's direction and develop His vision for our church in a way that maximizes the gifts and resources available. Seek to find new ways to accomplish God's plan for our church. Work to accomplish a vision for the church with respect for and in cooperation with leadership and committees.
- **Leadership:** Challenge and inspire congregation to be transformed personally by the Holy Spirit. Exhibit a passion for ministry. Lead by example. Work shoulder-to-shoulder with leaders and volunteers in the ministries of the church. Seek to guide our congregation into developing deeper relationships with Jesus Christ and to become servant leaders who impact and reach out to our community and the world for Christ.
- **Shepherding:** Intentionally seek to know Glory Baptist Church and our community, engage in community life, demonstrate hospitality, actively listen, provide biblical correction and desire to care for those who do not know Christ.
- **Congregational Care:** Provide counseling/mentoring services as needed. Participate in various special services and events, such as weddings, funerals, prayer meetings, baptisms, child dedications, communion, etc.
- **Prayer:** Seek and promote prayer as a priority, both personally and in the life of the church.



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- **Cooperation:** Exhibit strong communication and diplomatic skills and lead within the context of a congregational style of church governance and be accountable to the church leadership. Be an excellent recruiter of gifted leadership and strong encourager to all.
- **Relational:** Work with and relate to church leadership, volunteers, committees and the congregation as a whole. Show evidence of love for people in the congregation while reaching out, developing relationships, and having compassion for the triumphs and problems in their lives.
- **Development:** Continually evaluate effectiveness of programs and propose creative ideas for improvement. Offer overall vision to develop and grow ministry. Spend time in personal study in order to expand relevant knowledge and keep current with latest trends in ministry.
- **Operational:** As an ex-officio member of all boards and committees, the pastor should provide input and guidance to those entities. Attendance at all meetings is not required, but counsel and support of them is necessary. The Senior Pastor is expected to utilize the on-site Pastor Study as much as possible and be a visible presence within the church building throughout a typical week. The Pastor will act as the eyes and ears to the Trustees as it relates to the facility and its use.
- **Administrative:** It is expected that there will be communication and mutual cooperation with any administrative position as it relates to church activities. Administrative support will be provided for this position, yet it is expected that the Senior Pastor have solid computer skills and be able to perform many of his administrative tasks.
- **Purpose and Mission:** The Senior Pastor will adhere to the defined Purpose and Mission of the Glory Baptist Church as stated in the church By-Laws.

I have read and received a copy of this job description:

Signature

Date