

Senior Pastor Responsibilities

The Senior Pastor of Rancho Baptist Church (RBC) is a man called of God and set apart to the gospel ministry and evangelical in theology in accordance with the Statement of Faith of RBC. The Senior Pastor of RBC should be an ordained minister (or shall pursue ordination upon call by RBC), well versed in the Scriptures, and invited by the Governing Board of RBC for that purpose, and shall be called for an indefinite term. He is responsible to the church to proclaim the gospel of Jesus Christ, to teach the biblical revelation, to engage in pastoral care ministries, and to provide oversight of all areas of church life and the ministerial staff.

The Senior Pastor is accountable to the Board of Elders which has the final decision-making authority. The Senior Pastor presents first drafts, seeks the board's advice and prayer, and works with them in developing final proposals.

Qualifications:

- Advanced educational degree, the minimum being a Master of Divinity or Theology Degree from an accredited seminary.
- A minimum of seven years of pastoral experience as a Senior or Associate Pastor.

Primary Responsibilities:

The Senior Pastor shall:

- Model the heart of the Chief Shepherd and ensure that the church is well led, cared for, and protected (Acts 20:28; I Peter 5:1-4)
- Participate in planning weekly worship services and preach a scripturally-based, expository sermon using sound exegetical principles (II Timothy 4:1-4; Titus 1:9)
- Be devoted to the Word of God and prayer, leading the staff by example and practice, and modeling same for the congregation (Acts 6:4)
- Continue the existing emphasis on world missions as part of the Great Commission (Matt 28:16-20)
- Equip, educate and edify the church in order to glorify God by making disciples who love God, love others, and live to reach their world for Christ (Ephesians 4:11-13)
- Shepherd existing church staff, overseeing staff development and ensuring spiritual growth (2 Timothy 2:2)
- Partner with existing church leaders to empower and equip maturing members for significant service and ministry by discovering, developing, and deploying their spiritual gifts (Ephesians 4:11-13; 2 Timothy 2:2)
- Serve as an ex-officio member of all boards and committees, providing vision, overall ministry direction, and leadership to the church (Acts 20:28; I Timothy 3:1-7; Titus 1:5-9; I Peter 5:1-4)
- Entrust the execution of the ministries to the associate pastoral staff and lay-leaders within the congregation, in accordance with the overall vision and direction he provides

Additional Responsibilities:

The Senior Pastor shall:

- Attend to his personal spiritual health and development
- Model a Christ-exalting marriage and family life
- Conduct weddings, funerals, and baptisms
- Support and participate in Nouthetic Counseling ministry
- Work with the elder-led Governing Board
- Maintain an informed awareness of all church activities

The Senior Pastor is an individual who seeks the Lord and through the power of the Holy Spirit demonstrates competency in three broad categories: connection and assimilation across all age ranges, coordination of ministry opportunities for capable participants, and leading the church in progressive sanctification

- Connection & assimilation - the Senior Pastor is the most common touchpoint for many in the congregation, and certainly for newer attendees. Consequently, he demonstrates intentionality in creating contact across the congregation as well as ensuring follow-up with new attenders through ministry teams established for that purpose, or personally.
- Coordination of ministry opportunities - the Senior Pastor shall work with staff and the Governing Board to determine where the needs and/or opportunities of the church lie and determine ministry and method to address this via small group, one-on-one, or church-wide initiatives.
- Progressive sanctification - the Senior Pastor and the church are a work in progress. Demonstrating a humble and transparent grace-filled approach to sanctification as a leader allows members of the flock to apply a similar attitude in their approach to their personal life and in their relationships (Phil 2:1-11).

Physical Demands, Working Conditions and Personal Development:

The position of Senior Pastor is intense and demanding. The Senior Pastor:

- Handles detailed, complex concepts and problems,
- Balances multiple tasks simultaneously, and makes appropriately considered decisions
- Plans and helps to implement programs
- Establishes and maintains strong and appropriate relationships with the Governing Board, Ministerial Staff, ministry leaders, volunteers, members, and the community
- Plans and meets deadlines
- Maintains a flexible work schedule to meet the demands of executive management, realizing that his hours may be long and irregular
- Conveys a professional and positive image and attitude regarding RBC, demonstrates commitment to continued professional growth and development, and encourages the same in ministerial staff through planning and goal-setting