

**First Baptist Church**

**Senior Pastor Job Description**

First Baptist Church of Gary, Indiana prayerfully seeks the will of God in calling a new pastor to shepherd the congregation into its next phase of stewardship. The church seeks a visionary leader who is honest, thoughtful and wise, with a passion for prayer, worship, and evangelism.

**SKILLS AND ABILITIES**

* **Passion for People and Ministry**: Demonstrates a deep love for people and an unwavering commitment to ministry through exceptional preaching, teaching, communication, and administrative skills.
* **Dynamic Communication of God’s Word**: Effectively teaches, preaches, and applies biblical principles, connecting with diverse age groups and fostering spiritual growth across the congregation.
* **Commitment to Growth and Retention**: Skilled in fostering church growth, development, and membership retention, employing an intergenerational approach to engage and nurture spiritual and congregational growth.
* **Strong Interpersonal Skills**: Possesses exceptional interpersonal skills that promote inclusivity, cultivate meaningful relationships, and create an environment of love and acceptance for all.
* **Visionary Leadership**: Capable of establishing and articulating a clear, actionable vision for the church's growth, with the ability to transform this vision into a sustainable reality. This includes addressing the unique needs of an aging congregation while actively engaging with youth to cultivate their spiritual development.
* **Collaborative Ministry Approach**: Works effectively with all church ministries, ensuring a holistic approach to addressing the spiritual, emotional, and practical needs of both church members and the wider community.

**DUTIES AND RESPONSIBILITIES**

The Senior Pastor is the spiritual leader of the church and shall perform all duties of the church membership in support of the senior pastor to include preaching, worshipping, pastoral care, counseling, and administration including:

* **Worship:** Prepare sermon to deliver during each Sunday morning worship service. Participate in the worship service by song, praise, and fellowship. Give an invitation to accept Christ at the conclusion of each sermon and pray with anyone coming forward.
* **Special Occasions:** Conduct wedding and funeral services for the membership as well as baptisms, ordinations, and administer the serving of Holy Communion. Coordinate these events with deacons and worship/music team for assistance.
* **Bible Study:** Lead Wednesday night and Thursday afternoon bible study sessions for the congregation.
* **Visitation:** Visit and minister to members and prospective members in homes, nursing care facilities and hospitals and coordinate with deacons to help with this ministry.
* **Community Involvement:** Participate in community events. Engage with the local community, municipality and other local spiritual leaders.
* **Administration:** Work with Deacons, Trustees, and Ministry Leads to carry out the mission and purpose of the church. Support the ministries of the church by attending and participating in their gatherings and events.
* **Organizational Involvement:** Re-engage and cultivate relationships with American Baptist Churches of IN/KY, National Baptist Convention, and any other organizations that aid in the continued growth and development of the church and its members.

**Education and Experience**

* Applicants must be licensed, ordained, and knowledgeable of Baptist Ordinances and Doctrinal beliefs.
* Five (5) or more years of pastoral experience preferred (Sr. pastor or associate).
* Master of Arts, Master of Divinity, or Doctorate is preferred from an accredited university and/or seminary.
* Will consider candidates with a bachelor’s degree from an accredited college or university in Biblical Studies or Theological Studies.

For a brief overview of First Baptist Church’s 114 years of Christian service, please see “FBC Church Profile” following this page and at [***https://www.fbcgary.org/***](https://www.fbcgary.org/)*.*

Applicants interested in applying for the position of Senior Pastor should send a letter of application, resume, names of three references with accurate contact information (address, email, best phone number), and videos of two to three sermons (deliverable via a web-based link or on DVD). Mailed applications should be addressed to Pulpit Committee, First Baptist Church, 626 W. 21st Avenue, Gary, IN 46407. Email applications should also be addressed to Pulpit Committee and sent to garyfbc.pulpitcmte@gmail.com. Please include “Pastoral Applicant” in the subject line. Applications will be accepted until February 7, 2025.

It is the policy of the First Baptist Church of Gary, Indiana to grant equal employment opportunity to all qualified persons without regard to race, creed, gender, age, veteran status, or disability. The selection process will be based on job-related, objective qualifications, in accordance with the job requirements of the position of senior pastor being filled. All employees must be able to perform the essential functions of their jobs as set forth in the employee’s job description.

Reasonable accommodations will be made, in accordance with applicable state and federal law, to assist employees with disabilities in performing the essential functions of their jobs.

The First Baptist Church of Gary, Indiana is organized as a Baptist church, for religious purposes and is substantially controlled by the congregational body of the church. Consequently, the First Baptist Church of Gary, Indiana enjoys an exemption from the prohibitions contained in Title VII of the Civil Rights Act of 1964 concerning religious discrimination in employment. We further reserve the right to discriminate or designate certain positions based on religion or gender when a bona fide occupational qualification exists.