

First Baptist Church of Greater Cleveland

Position: Senior Pastor
Reports to: Moderator
Hours: Full-time
Revised: 0/2/24/24

As the spiritual leader of the congregation of the First Baptist Church of Greater Cleveland, we expect our Pastor to be of exceptional Christian character and impeccable integrity. We expect them to lead us into our future of Biblical and numerical growth in following Jesus. We also expect them to be able to love and accept a diverse group of congregants wherever they are on their faith journeys.

The Senior Pastor is expected to preach, teach, challenge, train, initiate, counsel, mediate, guide, lead, and encourage as a model of Jesus Christ.

The Senior Pastor should embrace the FBCGC mission statement:

- As a body of Christ, FBC is driven to encourage and support people in their search for a deeper personal relationship with Jesus Christ.
- We conduct this purpose by answering Jesus' call to love God, love and serve each other, and all people, and develop disciples.
- FBC is scripturally inspired and led to be an accepting, multi-cultural inclusive and creative community of faith.

It is expected that the Senior Pastor will lead and work collaboratively with all FBC staff members with a positive attitude and strong work ethic as a shepherd of the congregation. Personal integrity and moral exercise of authority are essential foundations for this position as a minister of Christ and a representative of FBC. All candidates will have read, agreed to, and signed the latest revision of the ABCUSA Ministers Council Code of Ethics.

Reporting Relationships

This position reports directly to the Moderator and the congregation through Council. They will also be the guiding force driving our professional and lay ministerial teams.

Duties and Responsibilities

- Provide pastoral care to the congregation, working directly with the deacons
- Preach inspirational, biblical sermons and interpreting the faith as it relates to the lives of the congregation
- Develop a strategy for making disciples through Christian education, opportunities for service, spiritual growth, and nurturing fellowship
- Develop and empower a multicultural staff and lay leadership
- Grow the church in active congregation numbers and lay leader volunteers with a focus on families with children and youth
- Supervise the overall church program to ensure alignment with the future vision
- Lead and develop staff members
- Extend FBC beyond our physical facility and more deeply within the community by activating all congregants
- Build and enrich our unity as believers in Jesus Christ while celebrating our diversity as a Christian community and embracing interfaith fellowship opportunities
- Active support and participation in programs and ministries of the American Baptist Churches USA and the Cleveland Baptist Association, including the CBA Ministers Council

Knowledge, Skills and Abilities

- Mastery in sermon content and presentation
- Excellent interpersonal skills
- Demonstrated effective oral and written communication
- Adaptable, flexible, and experienced in effective conflict management
- Proven ability to effectively engage others in difficult conversations

- Knowledgeable of administrative tasks and facilities operations
- Demonstrated progressive accomplishments and leadership

Qualifications/Requirements:

- Must be able to articulate their calling of God
- Completion of a Master of Divinity or Doctor of Ministry degree at an accredited seminary or school of theology. A Doctor of Ministry degree from an equally accredited school is preferable.
- Ordained by the American Baptist Churches USA; Non-ABCUSA ordination must undergo recognition by the ABCUSA.
- Minimum six to ten years of pastoral and/or teaching experience
- Experience working within a diverse and an inclusive congregation

I have read the above job description and agree to the requirements and needs of the position.

Print Name: _____

Sign Name: _____ Date: _____