

## **Job Description: Senior Pastor**

**Pickerington, Ohio • Full-Time**

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# Senior Pastor: Position Summary

The Senior Pastor serves as the primary spiritual leader of Violet Baptist Church, providing faithful biblical preaching, pastoral shepherding, and spiritual leadership that advances the mission of the church. He leads under the Lordship of Jesus Christ within the covenant community of the local congregation, serving in partnership with the body as it seeks to follow Christ and grow in spiritual maturity. In alignment with Scripture, the convictions of the Southern Baptist Convention, and the congregation, the Senior Pastor models Christlike character, cultivates a culture of disciple making and evangelism, equips leaders for ministry, and shepherds the congregation with humility, integrity, and faithfulness.

## Primary Responsibilities

### 1. BIBLICAL PREACHING & WORSHIP LEADERSHIP

- Prepare and deliver faithful, gospel-centered sermons rooted in Scripture and applied to everyday life.
- Provide spiritual and theological oversight of corporate worship in partnership with ministry leaders.
- Administer the ordinances of baptism and the Lord's Supper in accordance with SBC beliefs and practice.

### 2. PASTORAL CARE & SHEPHERDING

- Shepherd the congregation through prayer, counseling, encouragement, and pastoral presence.
- Provide biblical care during seasons of crisis, grief, marriage challenges, and personal need.
- Officiate weddings, funerals, and other pastoral services as needed.



### **3. VISION AND LEADERSHIP**

- Lead the church in discerning and implementing a clear, Scripture-rooted vision, guiding the congregation faithfully through seasons of change.
- Serves under the Lordship of Jesus Christ within the framework of a New Testament congregational church, providing spiritual leadership that honors both biblical authority and the shared responsibility with the congregation. Leads with transparency, integrity, and humility while guiding the church through prayerful vision, collaborative leadership, and faithful adherence to Scripture.
- Work closely with deacons and other lay leaders to promote unity, care, and spiritual health.
- Ensure clear, proactive communication with the congregation and provide appropriate avenues for member input and feedback.

### **4. DISCIPLESHIP, EVANGELISM & MISSIONS**

- Champion a culture of disciple-making by leading a clear, intentional pathway for spiritual growth, obedience, and multiplication.
- Model and equip the congregation for personal evangelism and gospel conversations in everyday life.
- Partner with children's and student ministry leaders to strengthen next-generation discipleship and support young families.
- Equip members to serve according to their God-given gifts.
- Encourage participation in local, national, and global missions through Southern Baptist cooperative efforts.

### **5. STAFF LEADERSHIP & ORGANIZATIONAL OVERSIGHT**

- Lead, coach, and evaluate ministry staff through clear direction, healthy accountability, and collaborative leadership.
- Oversee the development of sustainable ministry practices that support volunteer and leader health and encourage long-term service.
- Collaborate with church leadership in stewardship, budgeting, and the wise management of church resources.
- Ensure compliance with church policies, bylaws, and appropriate legal and ethical standards.

### **6. COMMUNITY & EXTERNAL ENGAGEMENT**

- Represent Violet Baptist Church within the local community and Southern Baptist associations.
- Build relationships that strengthen the church's gospel witness beyond its walls.



## Qualifications

### SPIRITUAL & PERSONAL

- A clear testimony of saving faith in Jesus Christ and a life that meets the biblical qualifications for pastors found in 1 Timothy 3:1-7 and Titus 1:5-9.
- A demonstrated commitment to prayer, spiritual disciplines, and personal holiness.
- Agreement with and commitment to the Baptist Faith & Message (2000).

### EDUCATION & EXPERIENCE

- Master's degree or higher preferred from an accredited evangelical seminary.
- A minimum of 6 years of pastoral leadership experience, including preaching, shepherding, and leadership responsibility.
- Demonstrated ability to communicate biblical truth clearly, compassionately, and effectively.

### LEADERSHIP & SKILLS

- A shepherd-leader marked by humility, emotional maturity, and strong relational skills.
- Ability to develop leaders, cast vision, and guide a congregation through change with wisdom and grace.
- Demonstrated competence in collaborative leadership, communication, and organizational oversight.

## Final Note

The Senior Pastor is called to lead Violet Baptist Church toward growing spiritual maturity, gospel faithfulness, unity, and effective mission — trusting the Lord to bear fruit for His glory and the good of His people.