

Dayton Avenue Baptist Church (DABC)

Job Description: Full-Time Senior Pastor

The Senior Pastor will have strong spiritual and moral character, effective preaching skills, communication, and proven leadership ability. He will ensure that sound Biblical doctrine is foundational to the mission and vision of Dayton Avenue Baptist Church and remains the focal point of all church ministries and operations. The Senior Pastor's primary responsibilities will be preaching, discipling, and shepherding. Additionally, he will oversee the pastoral staff and guide the church in evangelism and community outreach. Our desire is that God would be glorified as His people grow in joyful obedience to Christ, delighting in Him and living as faithful, engaged disciples who impact those around them for eternity.

I. Qualifications

- Meets the Biblical expectations of a Pastor as set forth in 1 Timothy 3 and Titus 1.
 - Is above reproach, having a life marked with a consistent walk with the Lord both publicly and privately
 - Free from besetting/habitual sins
 - Hospitable, capable of teaching, and free from addictive behaviors or influences that dishonor Christ (v.2)
 - A gentle disposition and not violent or quick-tempered (v.3)
 - Demonstrating financial integrity (v.3)
 - Managing his own family well and has children who are in submission (v.4-5; Titus 1:6)
 - Evidencing ministry dignity and not be a recent convert (v.6).
- Must be in full agreement with the DABC statement of faith and is expected to be an exemplary covenant member.
- Must be spiritually mature and growing as a believer, faithful in Bible study and prayer.
- Must be supportive of the Pastoral staff and church leadership in word and deed.
- Must have education or experience commensurate with the responsibilities of this pastoral role. The senior pastor should preferably have a Master of Divinity or its equivalent, or a terminal degree in ministry, biblical studies, theology, or a ministry related field.
- Must have proficiency with computers (MS Office) sufficient to perform ministry functions.

II. Leadership and Organization

- Meet regularly with pastors to provide guidance and mentorship.
- Work with leadership team to create annual performance evaluations and set future goals for all pastoral staff.
- Demonstrates a Biblically grounded understanding of pastoral authority and accountability, recognizing Christ as the Head of the Church, and willingly submitting his

leadership to the authority of Scripture and the accountability of the congregation in accordance with the church constitution

- Support church ministries by providing strategic guidance and oversight for all ministries to ensure effective planning, administration, integration, discipleship, and teambuilding.
 - Oversee staff-led communication and coordination across ministries to ensure clarity, integration, and alignment with the church's mission.
 - Contribute to the development of the church's strategic vision and the effective organization of the staff.
- Pursue professional development
 - Work with the pastoral team to periodically evaluate the effectiveness of DABC's ministry
 - Attend seminars/conferences, study relevant literature and investigate other church ministries to constantly hone ministry skills.

III. Ministry and Operations

- Preach, prepare and oversee sermons to include collaboration with pastoral team, worship team, deacons and others as needed
- Is expected to be an active and involved member; attending services, events, and outreaches at DABC
- Prioritize church ministry while maintaining community relationships for the sake of the Great Commission.
- Partner with local organizations and ministries as appropriate, ensuring alignment with church mission and vision