

JOB DESCRIPTION - SENIOR PASTOR FIRST BAPTIST CHURCH, VACAVILLE, CA

Mission Statement: To lovingly reach, teach, grow, and celebrate all people for Jesus Christ.

Church Vision: At First Baptist, Vacaville, we envision a church that nurtures authentic, loving relationships, maintains a warm, welcoming atmosphere, places emphasis on the next generation, provides an intentional disciple-making process, and functions from a clear structure and direction.

Senior Pastor: Principal Function

The Senior Pastor of First Baptist Church must meet the requirements found in I Timothy 3: 1-7 and be committed to continual growth in his relationship with Jesus and his fellow believers. Surrendered to the Holy Spirit, he will seek wisdom and discernment for leadership in his home, public, and private life. He will provide the church with tools for spiritual formation. He will equip and encourage spiritual leaders to join him in serving the congregation and the wider Vacaville community through evangelism and edification. He must agree with our Baptist distinctives, accepting the Holy Bible as the sole authority for faith, and performing the ordinances of the church - baptism by immersion and the Lord's Supper. He will teach the value of church membership. Through nurturing genuine relationships and developing godly leadership, the Senior Pastor will encourage all believers to live as devoted disciples of Jesus Christ.

The Senior Pastor is responsible for the overall leadership and pastoral care of church staff, volunteers, and members toward the accomplishment of the church's mission and vision. He will advise and offer accountability to ministry leaders who are responsible for their ministry teams. He will oversee all ministry areas with the support of church staff and ministry leaders. The Senior Pastor will lead in, or supervise, the church's short- and long-term strategic planning. The Senior Pastor will report to the Deacon Body, whose members are responsible for offering him prayerful support, help, encouragement, and accountability as they work together to serve the church body.

Candidates must possess the following qualifications:

- A minimum of a Master of Divinity from an accredited seminary.
- Evidence of ministerial ordination in the Baptist tradition.
- A minimum of five years service as a Senior Pastor with confirming references from church leadership or ministry partners.
- The ability to communicate with confidence and clarity.
- Experience with, and a commitment toward, community outreach.

- The ability to present engaging and sound Biblical messages in person and via recorded media.
- Proven ability to resolve conflicts, providing accountability and biblical counseling for singles, married couples, families, and youth.
- Experience working with a diverse congregation and community, demonstrating inclusiveness of all races, genders, religions, ages, socio-economic statuses, and cultures.
- Demonstrated intentionality with evangelistic efforts.
- Confidence and a willingness to learn new ways to navigate technology, while demonstrating comfort in leading ministry efforts online.

For Full Consideration, Candidates must submit the following with their application:

1. A completed application with current résumé.
2. Four references who can verify title, time in position, and character.
3. A personal testimony of how you came to Christ, including any past or current struggles.
4. Samples of articles, essays, blog posts, or sermons that demonstrate your communication skills.
5. A brief description of verifiable community outreach events, both directly and through ministry teams, completed within the past five years.
6. Links to audio or video recorded messages preached over the last three years.
7. Four examples of conflict resolution through biblical counseling that include resolutions for singles, married couples, families, and youth. Please do not disclose names in these examples.
8. A brief description of recent events, or examples, that demonstrate your ability to work with a diverse community and congregation.
9. Evidence of evangelistic effort in specific evangelistic events over the last five years.
10. A brief description of recent technology use and its benefits or results in growing or nurturing church members or visitors.

* Thank you for your interest in applying for the Senior Pastor position at First Baptist Church in Vacaville, California. Please be in prayer as you complete this application and throughout the selection process. We are praying for you and your family as we process applications, interview potential candidates, and select the leader God has already chosen and is preparing to step into this leadership position. To God be the glory, the honor, and the praise!