

## Pastoral Ministry Position Opening for Solo Pastor

North Shore Baptist Church  
706 Lowell Street  
Peabody, MA 01960  
978-535-6186  
[www.northshorebaptistchurch.org](http://www.northshorebaptistchurch.org)

1. *DESCRIPTION:* As the solo Pastor, candidate will provide practical leadership through

- Bible-centered preaching, teaching and discipling
- Christ-centered pastoral care and biblical counseling
- Visionary and strategic leadership
- Equipping and mobilizing the congregation for ministry and outreach
- Active participation in the life of the church.

Candidate should be able to effectively either perform or train and equip others to carry out the various aspects of church ministry.

2. *QUALIFICATIONS:*

- A. Salvation: A clear testimony of faith in Jesus Christ and a vibrant relationship with Him.
- B. Character: A man of mature and tested faith and consistent Christ-like character, with a lifestyle fulfilling the biblical leadership qualifications of an elder described in I Timothy 3:1-7 and Titus 1:5-9.
- C. Doctrine: Agreement with the 'Baptist Faith and Message' (2000).  
<http://www.sbc.net/bfm2000/bfm2000.asp>.
- D. Preaching/Teaching: Skilled in Bible-centered expository preaching and scriptural teaching that relates Truth to life.
- E. Shepherding: Competent and compassionate in all aspects of pastoral care, including but not limited to biblical counseling, visitation, crisis care, and maintaining on-going interaction with members.
- F. Leadership: Skilled in organization, administration, communication, and equipping God's people for ministry. Willing to embrace our ministry vision and able to strategize toward its implementation.
- G. Interpersonal Skills: Able to work effectively with people having a variety of needs, priorities, temperaments, educational levels, life experiences and expectations.
- H. Ministry Experience: At least 5 years full-time experience (or the equivalent), in the New England context, required. Experience should include a mix of leadership, regular preaching, teaching and discipleship, pastoral care, outreach and strategic planning.
- I. Educational Experience: Seminary degree required (M. Div. preferred).
- J. Ordination: Ordained in the SBC or a denomination of like faith and practice, or able to be ordained.
- K. Miscellaneous: Musical ability helpful. Experience with youth and/or young adults a plus.

3. *RESPONSIBILITIES*: The Pastor will have primary responsibility for teaching and sustaining the biblical doctrines of our church, providing strategic leadership, and equipping God's people for ministry. He will provide and/or coordinate on-going pastoral care and participate fully in the life of the church.

A. Pastoral Duties

- 1) Preach and teach the Word of God (including but not limited to weekly Sunday sermons, group Bible study, and individual discipling/mentoring).
- 2) Have overall responsibility for coordinating various elements of the worship services.
- 3) Administer the ordinances of baptism and the Lord's Supper.
- 4) Preside at weddings, funerals and baby dedications.
- 5) Maintain regular office hours and visitation schedule to provide general pastoral care, nurture, and biblical counsel.
- 6) Participate regularly and actively in all areas of Body Life and church functioning, as appropriate.

B. Leadership Duties

- 1) Provide overall leadership and planning for the church.
- 2) Oversee the implementation of ministry objectives.
- 3) Work with the deacons and core leadership to develop, organize and implement the ministry of NSBC.
- 4) Develop and provide overall leadership and coordination for the ministry teams.
- 5) Oversee the church-wide equipping of leaders.
- 6) Lead the church in the revision of the Church Constitution, mission and ministry structure.

C. Administrative Duties

- 1) Oversee planning, coordination and communication for church ministries and operations.
- 2) Manage day-to-day operations, maintain calendar/schedule and perform clerical tasks, in the absence of administrative staff.

D. Kingdom Duties

- 1) Lead the church in evangelism and discipleship according to the Great Commission.
- 2) Represent Christ and His church to the community.
- 3) Lead the church into greater connection and outreach in the local community.
- 4) Manage Benevolence expenditures.
- 5) Provide ministry to the broader Body of Christ and outside community.

4. *ACCOUNTABILITY*: The Pastor is accountable to the Deacons and Stewardship Committee. Position description and pastoral performance will be reviewed annually.