

McLean Baptist Church Senior Pastor Position Description

McLean Baptist Church is seeking a Senior Pastor to lead our moderate Baptist community of faith. Over the course of the past year, the church has been through an Intentional Interim process led by Dr. Layne Smith and with support from the Center for Congregational Health. This process built on several years of visioning and planning by the congregation. Through this work, we have articulated who we are (Values, Mission, and Vision statements) and what is important to us. Our Mission and Vision are attached; please refer to the Church Profile for a more detailed explanation of this work.

EDUCATION & EXPERIENCE

Applicants for the Senior Pastor position should have:

- demonstrated professional and life experiences relevant to the desired attributes and position responsibilities listed below
- a master of divinity degree or higher
- experience managing ministerial and administrative staff

ATTRIBUTES

McLean Baptist's ideal Senior Pastor:

- has a deep and pervasive relationship with Jesus Christ
- preaches in a captivating and engaging way
- is a strong leader with ideas compatible with McLean Baptist's values and future goals, is not reticent in sharing his/her own ideas on the appropriate course of action, and is a consensus builder across the congregation as a whole, between individual members, and with lay leaders in the face of diverse opinions
- possesses effective leadership, management and administrative skills
- has a warm and inviting personality
- communicates effectively
- understands the challenges of declining church attendance and re-growing a church in a diverse, dense suburban community; should be motivated by these challenges; and can motivate the staff and congregation to work toward a shared vision for growth
- has experience identifying, resolving and managing conflict in a loving way with an opinionated and vocal congregation
- has a strong calling for pastoral care and can inspire the staff and congregation to work together to grow and maintain a nurturing, giving community

RESPONSIBILITIES

During the Intentional Interim process, the congregation identified the most important responsibilities of our Senior Pastor:

- preparing and preaching inspiring sermons
- planning and leading meaningful worship experiences
- leading and managing ministerial and support staff (currently 5 people) as an effective team
- supporting the spiritual development of our congregation
- leading our pastoral care ministry
- supporting our outreach efforts
- supporting our local and global missions efforts
- advising and working cooperatively with lay leadership to set priorities for achieving the mission and vision of the church

ACCOUNTABILITY

- The Senior Pastor's priorities are set, along with McLean Baptist Church's priorities, in concert with the Church Leadership Council
- Senior Pastor performance evaluations are performed periodically as a shared responsibility of the chairs of the Deacon Body, Church Leadership Council, and Personnel Committee

McLean Baptist Church Mission

Seeking to be a loving and inclusive community that celebrates Christ through worship and service to our world.

McLean Baptist Church Vision

- **Moderate Baptists:** We are a people united by our confession of Christ as our Lord and Savior and believe that each of us is responsible for our own relationship with God. We will promote diversity and inclusiveness in our church community. We will respect our differences and see them as opportunities for growth and maturation. Our diversity of thought is a strength of our church. Our spiritual leaders will continue to lead us in developing and focusing on opportunities to address conflicts in a positive and constructive manner.
- **Worship:** We believe that worship is foundational to the identity of the church and exists for the glory of God and the spiritual nourishment of God's people. Excellence in worship is our standard. Sermons, prayers and music work together to educate, challenge and inspire in a unified and cohesive experience. We will offer multiple opportunities and styles that foster an intimate connection to God.
- **Christian Education:** We value maintaining strong ties to scripture and providing stimulating content with new ideas. We will have a comprehensive and cohesive Biblically based, spiritual formation ministry for all life stages that employs various methods and approaches to nurture the faith development of our diverse congregation.
- **Missions:** We believe in sharing the Gospel through serving others. We continue to express our faith with active hands-on involvement in a variety of mission programs. Corporately, we will support a select number of core projects, chosen through a disciplined process for prioritizing opportunities.
- **Fellowship:** We highly value fellowship and believe it is essential to the health and growth of our church. Our ministers lead us in developing our responsibility for providing care for each other and our community. We all will make newcomers and members alike feel welcome and included in our church family by improving our outreach and communications.

Based on definitions provided by the Center for Congregational Health, the Mission describes why McLean Baptist Church exists. The Vision describes what McLean Baptist Church aims to accomplish in the next 1-3 years toward satisfying our Mission.