**Position Description And Profile For Senior Pastor Harrisburg Baptist Church**

The Senior Pastor serves the church, as the leader of the church, to function as a New Testament Church by providing spiritual and organizational leadership to the staff and congregation. The incoming Senior Pastor will have the opportunity to help shape and implement the shared vision, goals, and strategic plan to grow and strengthen the congregation and church. This position is responsible to the church to proclaim the Gospel of Jesus Christ, to teach the biblical revelation, determine and effectively communicate the church’s mission and vision, and fervently pray for the church. The Senior Pastor works with the Executive Pastor, staff and ministry leaders to align strategies and ministries to accomplish the church’s mission—to save the lost and nurture the saved. With Christ as the shepherd, the Senior Pastor serves as the under-shepherd of the church in leadership, ministry and mission.

The successful candidate for this position will demonstrate a passion for leading, influencing, challenging, defending, and developing. They may also possess a heart for young adults, preaching, teaching, discipleship, evangelism, and missions. Although the priority strengths for this position lie within the scope of

influencing and relationship building domains, a strong ability to execute and offer strategic foresight will be a necessary secondary capability.

**Goals and Expectations**

The effective Senior Pastor will achieve the following goals during the first 24 months of work:

**Primary Responsibilities**

* Serves as the spiritual leader and under-shepherd of the congregation.
* Intercedes in fervent prayer for the congregation.
* Shape and implement the shared vision, goals, and strategic plan to grow and strengthen the congregation and church.
* Leads or delegates the planning and evaluation of congregational worship services.
* Provides a solid biblically based preaching ministry through the regular worship services of the church.
* Plans and participates in administering church ordinances.
* Encourages and nurtures the spiritual development and beliefs of the congregation through regular teaching of the Bible.
* Interprets doctrines of the Christian faith.
* Evangelizes and instructs people who seek conversion to faith in Christ.
* Prayerfully discerns, develops and communicates the mission, vision and values of the church.
* Visits the sick and provides comfort to those in sorrow or crisis with the assistance of the Ministerial Staff.
* Provides limited pastoral counseling, referring most requests to appropriate Ministerial Staff or vetted professional Christian Counselors.
* Conducts weddings and funerals, when available, with the assistance of the Ministerial Staff.
* Inspires, encourages and mentors the church staff in the areas of personal spiritual growth and development of comprehensive and effective ministries of worship, discipleship, missions and service.
* Administers the ministry of the church by delegating to the Executive Pastor the direction and supervision of staff members, programs, budgets, operations and facilities.
* Directs the mission and vision of the church by delegating to the Executive Pastor the implementation of agreed upon strategy, tactics and initiatives through the Ministerial Staff.

**Secondary Responsibilities**

* Participates collaboratively with the Executive Pastor, staff supervisors and the Personnel Committee in determining the staffing structure, multi-year and annual staffing model, and the selection and hiring of staff members filling ministry positions.
* Participates collaboratively with the Executive Pastor, church staff and the Finance Committee in developing the annual budget; leads financial campaigns and giving initiatives as needed.
* Attends Deacon’s Meetings and contributes as needed.
* Identifies, invests in, mentors and coaches current and emerging leaders.
* Extends the ministry and message of the church to the community through the various local media channels.
* Extends the ministry of the church to the nation through writing for publications, social media, blogging, speaking at national conferences and teaching at colleges and seminaries.
* Represents the church or delegates representation at Association, State and Southern Baptist meetings and conventions.
* Represents the church by serving on appropriate committees or boards of the denomination and community and national organizations, as appropriate.
* Schedules periods of time for study, preparation and planning in order to develop and maintain a deep level of spiritual growth.

**Candidate Profile**

The following describes many of the characteristics of the ideal candidate for the Senior Pastor:

**Education**

Graduate of a recognized seminary, with a Doctor of Philosophy (Ph.D.) or Doctor of Ministry (D.Min.) degree. The candidate may have its equivalent or working toward a doctorate.

**Qualifications**

To perform this job successfully, the individual must be able to execute each primary job responsibility satisfactorily. The educational requirements listed below are representative of the knowledge, skill, and/or ability necessary. The

Senior Pastor must be an ordained minister of the Gospel, demonstrate theological/doctrinal positions consistent with *The Baptist Faith and Messag*e, and possess the organizational and spiritual leadership skills to adequately fulfill the requirements of the position.

**Skills & Characteristics**

* The foremost requirement for this role is that of a Christ centered life. The successful candidate will have a deep and ever-growing relationship with God as evidenced by daily habits, practices and disciplines of spending time with Him and His Word, observable fruits of the spirit, and a commitment to maintaining healthy accountability relationships. A strong sense of calling to preach and pastor at Harrisburg Baptist Church will be evident as well.
* An additional requirement is a demonstrated ability to keep family in the right position of priorities and see that they come before everything except a personal relationship with the Lord, even before the work of the church. The candidate will have a supportive spouse who has a vested interest in the marriage, the family, and the ministry, through which the relationship demonstrates a healthy marriage partnership.
* Viable candidates must give evidence of being a trustworthy, self-aware and confident leader, a man of upstanding character, integrity, sound judgement, widespread credibility, and guided by a set of biblical ethical principles.
* He must possess the ability to lead, appropriately confront and hold accountable individuals, groups, and committees to produce measurable results against the values, goals and objectives of the church’s strategic plan. Thus this person must be a leader of leaders who commands respect and can accomplish agreed upon results through people by deeply valuing people and relating well to those of all ages and levels of spiritual maturity. It is essential candidates have well developed interpersonal relationship skills, be intrinsically people-oriented, and possess a high emotional intelligence.
* The Harrisburg Baptist Church staff and membership is characterized by Godly and high capacity individuals who are committed to excellence, thus the Senior Pastor must be characterized by authenticity, humility, and a strong work ethic. Further, he must be receptive to constructive feedback, and comfortable in being mentally and spiritually challenged.
* Furthermore, this minister will likely be known as a gifted communicator with a natural sense of humor. In addition, top candidates for this role will have an exceptional track record of effective preaching and catalytic leadership in a multi-generational church.
* A shepherd’s approach is a must in the Harrisburg culture, thus this person will possess personal warmth that brings comfort, peace, wise counsel and harmony to relationships and the church environment. A gift based, participative, collaborative and team-oriented culture are highly held values at Harrisburg Baptist Church and the Senior Pastor must be characterized by these same values.

**Reporting Relationships**

Reports to: Senior Pastor Support and Accountability Team

Supervises:  Executive Pastor

Relates to: Staff, Congregation, and Community at large

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**PERSONALITY, GIFTS, ABILITIES AND STRENGTHS FOR THE POSITION:**

**Personality:** Using the DISC personality profile assessment tool we anticipate this person to exhibit primary I/D or D/I attributes with S and C being secondary.

**Spiritual Gifts:** Using the PLACE assessment tool, we will look for a concentration of Equipping-related gifts such as Exhortation, Evangelism, Leadership, Knowledge, and Teaching. The key serving gift is that of Pastor/Shepherd and the support gift of Administration will be beneficial but not as essential.

**Abilities:** Using the PLACE assessment tool, we will look for high scores in the Social and Enterprising abilities. The Investigative ability will be a plus.

**Passions:** Using the PLACE assessment tool, we will expect to see a demonstrated passion mix such as Leading, Influencing, Challenging, Defending and Developing. We might expect to see felt passions for young adults, preaching, teaching, discipleship, evangelism and missions.

**Strengths:** Using Gallup’s StrengthsFinder assessment tool we will look for a person with strengths in at least three of the four domains: Executing, Strategic Thinking, Influencing and Relationship Building. The priority strengths for this position are in the Influencing and/or Relationship Building domains with Execution and Strategic strengths being secondary.