**Senior Pastor Profile for Harrisburg Baptist Church, Tupelo, Mississippi**

**CHURCH OVERVIEW**

Harrisburg Baptist Church is a vibrant and influential Southern Baptist Church of 2,500 plus members with a rich history of life transforming ministry. 15 years ago Harrisburg members followed God’s direction and moved from 1800 West Main Street to 4675 Cliff Gookin Blvd and constructed a new campus that is now debt free. Blessed with excellent facilities, strategically located near to the residential, retail and business sectors of Tupelo, MS, close to multiple major college campuses, and in the center of one of the most desirable areas in the state, Harrisburg Baptist Church is poised for an exciting future full of hope for expanding God’s Kingdom in more powerful ways.

**Harrisburg** is a church family built on the Word of God, the Fellowship of the Holy Spirit, and the Lordship of Jesus Christ. Harrisburg is a caring, loving family of friends and a friend to the family. It is a place of worship where people can meet God face to face and be a people who share the good news in the Tupelo area and around the world.

The Harrisburg Church family includes people from many different ages, stages, and backgrounds unified in love for Jesus Christ and commitment to God’s Kingdom purposes. The staff and leadership of the church work hard to provide a friendly and comfortable place for people from all walks of life to worship, grow, serve, and go. Harrisburg Baptist Church is on the move spiritually and numerically, a church that opens her doors and hearts to everyone.

Historically, people have attended the church due to its strong preaching, music ministry, Sunday School and highly relational culture. Its desire is to continue to grow and thrive in these ministries and to develop new ministries, especially those that connect with young adults and families. The integration of the choir, band and pipe organ make the church unique in its blended style of worship, twice on Sunday morning and once on Sunday night. Traditional hymns, often with updated arrangements, and new contemporary music help lead the multi-generational congregation in God-honoring worship services.

Harrisburg Baptist Church possesses a missional heart and mindset, driven by a worship style that appeals to its multi-generational congregation and attracts a wide range of people. The church now desires to invite a younger, more diverse demographic into the fellowship and is developing an intentional strategy for maximizing its regional draw to young adults and families. The desire is for a Senior Pastor who shares this vision and passion and has the gifts required to reach the next generation.

Today, with a desire to expand hands on mission engagement and reach and disciple the emerging generations, Harrisburg Baptist Church is committed to establishing the organizational structure and staff leadership required to propel the church into a new era of impact, health and growth. To achieve this end, Harrisburg Baptist Church has determined the need to support the responsibilities of the Senior Pastor and prioritize this vision with the recent funding of an Executive Pastor and a Minister of Missions.

Harrisburg’s governance framework is pastor and staff led, committee endorsed, deacon affirmed and congregationally approved. Harrisburg Baptist Church is characterized by an abundance of servant leaders, therefore the Senior Pastor position offers the opportunity to leverage and capitalize on such leadership influence and utilize their gifts accordingly.

The search then is for a person who is a catalytic leader, who shares the passions and priorities of Harrisburg Baptist Church and its mission of disciple making, while possessing the relational and compassion skills of a pastor shepherd.

**POSITION SUMMARY**

To serve and glorify God by effectively pastoring Harrisburg Baptist Church and faithfully preaching the gospel. He will accomplish this as he provides spiritual leadership and vision to the congregation, ensures the health and stability of the staff and congregation through prayer, organizational direction, administrative oversight, and sees that the needs of the congregation and community are met through the various ministries of the church.

**PRIMARY EXPECTATIONS (SEE JOB DESCRIPTION FOR MORE DETAILED DUTIES)**

* Establish a disciplined schedule of prayer, study, preparation and planning in order to develop a deep and growing level of spiritual growth and maturity.
* Develop and communicate the mission, vision and values of the church.
* Work with the Executive Pastor to develop, communicate and implement Long Range and Annual Planning.
* Provide a solid biblically based preaching ministry to meet the spiritual needs of the congregation, reach unbelievers and attract new members.
* Work with the Minister of Music to plan and lead worship.
* Encourage and nurture the spiritual development and beliefs of the congregation through regular teaching of the Bible.
* Encourage and nurture the development of next generation leaders.
* Inspire and challenge the staff to develop a well-rounded theology, philosophy and methodology of ministry for worship, discipleship, fellowship, evangelism, missions and ministry. Along with the Executive Pastor, lead regular staff meetings for team building, sharing, planning and communication.
* Administer the oversight of the staff, ministries, operations, policies and procedures of the church by delegating to the Executive Pastor the direction and supervision of staff, committees, programs, ministries, budgets and facilities.
* Along with the Executive Pastor, Ministerial Staff and Deacons see that pastoral care is provided to the Harrisburg family and extended family.

**REPORTING RELATIONSHIPS**

**Called by**: Church membership

**Evaluated by**: A Pastor Support Committee consisting of the current and last 4 years Deacon Chairmen

**Supervises**:  Executive Pastor

**Relates to**: The HBC staff, lay leadership, congregation and community

**QUALIFICATIONS**

* 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 must be able to effectively share God’s Word and represent the overall mission, vision and values of Harrisburg Baptist Church and will therefore 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.
* A Master’s level seminary degree is a specific requirement for this position. Additionally, the candidate must be pursuing a doctorate degree, or preferably, possess a doctorate degree. Further, a well articulated theological construct and an in-depth knowledge of scripture is necessary for the wisdom and biblically based preaching, teaching, counseling and decision making demands of this position. Leading candidates will possess a biblical theology that is consistent with that of The Baptist Faith and Message and have a strong history in and appreciation of Southern Baptists.

**Send inquiries and resumes to Harrisburg Baptist Church, Attention: Bobby Smith, 4675 Cliff Gookin Boulevard, Tupelo, MS 38801**