

**Responsibilities of Senior Pastor
Friendly Avenue Baptist Church
Greensboro, North Carolina**

1) Our Purpose:

Our purpose at Friendly Avenue Baptist Church (FABC) is to bring all people into the joy of a transforming relationship with Jesus Christ. We accomplish this objective through four core values of service and witness designed to fulfill the Great Commission locally and globally. These core values are detailed below and aligned to the job responsibilities and accountabilities expected of the Senior Pastor.

2) Organization Alignment:

Position	Reports To	Reporting to This Position
Senior Pastor	Congregation	All Ministry and Support Staff

3) Ministry Role Expectations:

1. Leader - Overseer:

The principal leader, disciple-maker, and spiritual visionary of the church (cf. Acts 20:28; Philippians 1:1; I Timothy 3:1-7; Titus 1:5-9; I Peter 5:1-4) who is equipped to organize, mobilize, and ultimately revitalize church ministries for Christ.

2. Pastor - Shepherd:

Demonstrates the heart and mind of the Chief Shepherd and ensures that the church is well led, cared for, and protected (cf. Acts 20:28; I Peter 5:1-4).

3. Preacher - Teacher:

The principal messenger of God's Word in public worship who ensures that the Church is growing to maturity in Christ (cf. Acts 6:4; Ephesians 4:11; II Timothy 4:1-4; Titus 1:9) by actively promoting a vibrant and impactful Discipleship ministry.

4. Counselor – Advisor:

Partners with other leaders to empower and equip maturing members for significant service and ministry opportunities by discovering, developing, and deploying their spiritual gifts (cf. Ephesians 4:12; II Timothy 2:2). Also offers appropriate spiritual guidance and counseling to successfully navigate life circumstances.

4) Ministry Alignment to FABC Core Values:

Connect:

- A man called of God and set apart to the ministry of the Gospel message
- Commits to the *Baptist Faith and Message 2000* walk of belief and discipleship
- Exemplifies Godly character, compassion, and competence in ministry
- Works with Ministry team and Lay Leadership to cast a vision and establish direction for FABC

Grow:

- Equips, educates, and edifies the church for witness and service
- Teaches Biblical revelation as the inspired and inerrant Word of God
- Oversees staff development to ensure each member can achieve individual and team goals for ministry

Serve:

- Serves the needs of congregation and community as the voice of FABC on issues locally and globally
- Engages in and promotes pastoral care ministries such as Biblical counseling, weddings, funerals
- Ensures that ministerial staff have all required resources available to fulfill their duties

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Reach:

- Exercises Biblical authority and demonstrates a Christian witness in all encounters
- Proclaims the Gospel of Jesus Christ without fear, reservation, or hesitation
- Cooperates with local Piedmont Baptist association, state convention, and local leaders
- Supports the work of Baptist missions and cooperative programs aligned to FABC core values
- Ensures the relevance of FABC in our community and among our diverse membership.

5) Competency Alignment:

In addition to his expert knowledge, understanding and application of Biblical principles, the Senior Pastor is expected to demonstrate critical competencies in three broad categories as discussed below:

➤ **Communication:**

The Senior Pastor is a master communicator; not only of the profound depth and breadth of the Gospel message, but also the relationship between the message and life. As the principal communicator, his voice must be a clear and consistent clarion call for change, compassion, and discipleship in the community and among our members.

➤ **Sense of Urgency**

As a master communicator, the Senior Pastor instills and excites in our membership the call of God upon our lives individually and corporately and rallies us to share that great good news with others in an impactful format that promises hopeful futures.

➤ **Results-Driven**

The Senior Pastor is action-oriented and expertly manages continuity, change, and transition. His desire for results parallels his ability to render broad goals into achievable steps. With integrity, he develops the people, the plan and the strategy to build and progress beyond the present.

6) Education and Experience Alignment:

➤ **Experience**

- Minimum 10 years as Pastor in Southern Baptist Church

➤ **Education:**

- Undergraduate degree from accredited college or university
- Seminary degree from accredited seminary is required
- Doctorate or graduate work leading to Doctorate is not required but considered a plus

7) Compensation:

➤ **Salary:**

- Salary is commensurate with the experience, education, and vision of the candidate

➤ **Benefits:**

- Medical, Health, Retirement, Life Insurance