

Malton Baptist Church

Bi-vocational Lead Pastor Job Description

Date Posted: 07/22/2024

Categories: Senior Pastor

Denominations: Baptist –Fellowship of Evangelical Baptist Churches

Job Type: Part-Time

Pay Type: Salary **Pay:** \$45,000

Employee Workplace: On-site and remote

By our definition, “bi-vocational” means a pastor who would need a secondary income, possibly from a non-ministry job, to supplement his salary from the church. While the lead pastor needs to be available for the duties as the pastor of our church, we also understand that we—as a church—need to be sensitive to the schedule and responsibilities of his other job. We pray that God will increase our ministry and impact in our community and hope to grow to support a full-time lead pastor. We are committed to supporting a bi-vocational pastor’s unique needs.

We further recognize that bi-vocational pastorates are ideal for those with the call to pastoral ministry. We warmly welcome and actively encourage interest from those transitioning to a pastoral career or those currently serving a local church and are prayerfully considering a lead pastor role. Our doors are open to those who feel the call to serve in this unique capacity.

Qualifications & Requirements

1. The bi-vocational lead pastor must meet an elder’s spiritual, personal, and character qualifications, as found in 1 Timothy 3:1-7 and Titus 1:6-9 and exhibit the fruit of the Spirit as found in Galatians 5:22.
2. As discipleship relationships are the core way MBC’s vision and mission are pursued, the bi-vocational lead pastor should have a proven track record of creating and maintaining discipleship relationships that result in those disciples making disciples.
3. The bi-vocational lead pastor will seek to undertake his duties in the power of the Holy Spirit, undergirded with prayer, guided by Scripture, and manifesting the character of Christ for the glory of God.
4. The bi-vocational lead pastor must become a member of MBC as soon as possible, completing the membership process, which includes [specific steps or requirements], before starting the position.
5. In addition to embracing MBC’s membership covenant, which includes [specific values or commitments], the pastor is expected to uphold and promote these principles in his role.
6. The pastor will work well with the administrative support team and have the organizational skills necessary to work effectively, creatively, and flexibly within the context of a small church.
7. A gifted public communicator with humility and zeal is an asset.

Personal Skills

1. *Servant Leadership*—*The pastor should be able to lead in various contexts (e.g., individual, small groups, large groups) in a way that makes Jesus Christ and His gospel central. He should be a self-starter and take initiative. He should be wise and discerning and know when to be decisive, sensitive, and firm.*
2. *Relational* - The pastor should have a heart to care for people. That drive should manifest itself in the appropriate use of time.
3. *Administrative* - While seeking mainly to shepherd people, the pastor should have the skill set and ability to effectively manage the various administrative tasks associated with the position (e.g., preaching calendars, scheduling meetings, etc.).
4. *Teaching/Equipping* - The pastor should be a fruitful, biblical teacher and champion of MBC's mission and vision. His teaching should effectively "equip the saints for the work of the ministry."
5. *Communication*—*The pastor should be able to communicate clearly, concisely, lovingly, and biblically.*
6. *Peacemaking* - The pastor should be able to tactfully and winsomely unite people with varying perspectives to advance harmony and love and to achieve common goals.
7. *Preaching*—*The pastor should be an effective preacher who can handle the Word of God rightly and joyfully engage in expository exultation personally.*

Essential Ministry Responsibilities

1. Congregational Care: The pastor will play a pivotal role in congregational care, dedicating a significant portion of his ministry toward crisis care, counseling, weddings, funerals, and relationship building. This role is crucial in fostering a caring and supportive church community.
2. Provide Visionary Pastoral Leadership by expressing the church's mission and casting a vision for the church.
3. Working with the Leadership Team for outreach and evangelism, strengthening the church community by building up the body and equipping the saints for outreach and evangelism ministry.
4. Ensure that the congregation grows in the knowledge of God and biblical truth by overseeing all teaching at MBC.
5. Pastoral Care: Provide leadership and pastoral care to other elders and leadership team members to ensure broader congregational care.
6. The pastor will carry out such other duties as may be assigned by the church from time to time.