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**Lead Pastor****Aversboro Road Baptist Church Mission Statement:**

To proclaim the gospel of Jesus Christ and to minister to the needs of our Congregation, the Community, and the World, through the leadership of the Holy Spirit.

**Serving Relationships:**

The Lead Pastor serves under the spiritual guidance of the Holy Spirit and the administrative guidance of the Church Body. He directly receives counsel from the Deacons, who serve the congregation.

**Ministry Expectations:**

The Lead Pastor will be responsible for leading the Church Body, in collaboration with the pastoral team, deacons, and ministry leaders, to grow spiritually through discipleship, evangelism, and equipping for service. He will be the primary leader, teacher, and visionary for the church, and should exhibit the qualities of a shepherd and servant leader.

**Teaching and Equipping:**

- Provide Biblically sound teaching and preaching, in order to educate and to equip the church for witness and service
- Spend time in study and prayer, such that he is well prepared for teaching and preaching opportunities

**Discipleship/Evangelism:**

- Be committed to small groups as a key strategy for church growth and discipleship, and equip others to do the same through the practice of one-on-one discipleship
- Encourage creativity in the development of new outreach ministries, as well as supporting and evaluating existing outreach ministries
- Lead and demonstrate effective ways to witness and to win the lost to salvation through Jesus Christ, in order to make the fulfillment of the Great Commission a priority

**Shepherding:**

- Spend time daily in Kingdom-focused prayer for the ministry of the church
- Lead in promoting a plan to visit and minister to members and prospective members in homes, nursing care facilities, and local hospitals
- Engage in and promote pastoral care ministries such as Biblical counseling, weddings, and funerals

## **Leadership:**

- Plan and conduct worship services, develop sermons, plan with pastoral leadership, and lead in the observances of ordinances
- Lead by example through a lifestyle of personal discipleship, stewardship, and evangelism
- Ensure that all pastors and administrative staff have all required resources available to fulfill their duties
- Lead regular and frequent meetings with all pastors and staff members, both individually and jointly, and assist them in achieving and exceeding ministry goals
- Meet with deacons for annual job progress review and counsel, and on an as-needed basis throughout the year
- Abide by the Church Bylaws and Policies and Procedures, as adopted by the Church

## **4. Additional Competencies**

In addition to his expert knowledge, understanding, and application of Biblical principles, the lead pastor is expected to be a skilled communicator and collaborator with a sense of urgency for sharing the Gospel. He will communicate the immeasurable depth and breadth of the Gospel message, as well as its applications to life, with a clear and profound voice of compassion, discipleship, and change within the congregation and community. He continuously instills enthusiasm in the church membership for the call of God upon the lives of the congregants to share the life changing news of the Gospel in a way that impacts others towards a hopeful future. With integrity, he encourages and develops the people into an action-driven body, which collaborates and cooperates to transform goals into achievable steps, developing and maintaining strategies to progress beyond the present.

## **5. Scriptural Qualifications:**

- 1 Timothy 3:1-7
- 1 Peter 5:1-4
- Titus 1:5-9