

Pastoral Job Description

The Vernon Baptist Church

11 Mill Street
PO Box 254
Vernon, NY 13476

Contact Information:

Send all inquiries to Eric Warner

- PO Box 254, Vernon, NY 13476
- Phone: 315-525-8244
- Email: vernonbaptist@gmail.com

Affiliation: Venture Church Network (Baptist)

Category: Pastor

Church Size: approx. 50

Salary/Benefits:

- Base: \$40,000 - \$45,000
- Health care allowance
- Rent free parsonage including utilities
- Ministry expenses
- Retirement
- Paid vacation – 4 weeks/year

Time Type: Full Time

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POSITION DESCRIPTION

- I. Position Summary: The Pastor of Vernon Baptist Church (VBC) is responsible for casting a vision for making disciples. He will constantly keep that mission before the congregation by teaching, training, and encouraging, while setting a personal example for others to follow.
- II. Relationships: The Pastor will work in a collaborative relationship with the church boards of deacons and trustees. He will also serve as a member ex-officio of all committees and boards of the church.
- III. Major Duties and Responsibilities:
 - A. Preaching and Worship Leadership

1. Prepares and delivers sermons that are biblically sound and relevant, challenging members and unchurched alike to come to know and become like Jesus.
2. Oversees worship services to ensure they are relevant and consistent regarding content, doctrine, style, and structure
3. Assists in planning special worship services such as Christmas, Easter, and other special programs
4. Works with others to ensure timely and appropriate advertising and publicity
5. Plans messages that are relevant for each occasion

B. Leadership Development and Discipleship

1. Takes initiative in recommending and implementing actions that fulfill the mission and vision of VBC
2. Leads, teaches, trains, and collaborates with the boards in their duties as board members, spiritual leaders of the congregation, and witnesses to the community in conjunction with the mission and vision of the church
3. Acts as moderator and ensures proper scheduling of business meetings and preparation of meeting agendas
4. Delegates responsibilities to others to make best use of the gifts and aptitudes of both the pastor and the members
5. Inspires and motivates congregational members at VBC to greater spiritual growth and service to fulfill their call to become more like Christ in character and ministry

C. Teaching and Discipleship

1. Coordinates small group and congregational Bible study opportunities consistent with the church's doctrinal statement
2. Teaches a New Members Class

D. Congregational Relations and Pastoral Care: Assists with providing...

1. Hospital visitation
2. Emergency and crisis situation ministry
3. Baptisms, weddings, and funerals consistent with the church's constitutional limitations as requested and needed
4. Warm relationships with those in attendance at services

5. Connections with members and newcomers throughout the week
6. A presence at various church events
7. Involvement with local ministries supported by the church
8. Counseling as requested

About the Vernon Baptist Church:

The Vernon Baptist Church in Vernon, New York, is a small congregation with a blended worship style. It is comprised primarily of long-timers who have been faithful to the church for many years. Most are married, but the ratio of men to women is about 1:3, which indicates that many of the husbands do not attend church. A majority of the members are over fifty, but recently a few younger couples have made their way to the church and seem to fit right in. Teaching and learning God's Word are high priorities. Many of the members attend small group Bible studies. Many also help out with the midweek children's program, which serves ten to fifteen school-age children. The people who attend the Vernon Baptist Church have a sincere love for the Lord and desire to worship Him. It is a close-knit body of believers who relish their sense of community in the church and whole-heartedly welcome others who walk through the doors. The congregation has a need to connect with younger generations in order to become a multigenerational body of believers.

Job Qualifications:

Character:

One who pursues the ministry of a pastor/elder/overseer/bishop in a local church, including the Vernon Baptist Church, has chosen a "noble task" according to the description of this office in I Timothy 3:1-7. It is also a task that demands a lifestyle "above reproach."

In this society where each one does what "is right in his own eyes" (Judges 21:25), a pastor/elder/overseer/bishop must be committed to the Lord in all areas of his life. As an example to the flock (1 Timothy 4:12; 1 Peter 5:3), we believe that, for our church, the overarching quality of being "above reproach" includes maintaining the highest standards of marital fidelity.

In keeping with the qualifications delineated in 1 Timothy 3, our pastor must also be "respectable, hospitable, and gentle." He must also be self-controlled, which includes his consumption of alcohol, his behavior with his wife and family, and his attitudes toward himself and others. He must be able to teach the Word of God with clarity and be familiar with the Word in detail, so this man cannot be a new convert.

Education/Experience:

- Five or more years of ministry experience and Bible college and/or seminary degree preferred