



Job Description – Lead Pastor

Whyte Ridge Baptist Church
(July 2024)

Key Focus:

Reporting to the Board of Church Governance (Board) and in alignment with the WRBC Statement of Beliefs, the Lead Pastor is called to lead and equip Whyte Ridge Baptist Church Staff, membership and congregants toward spiritual growth: believing in Jesus Christ, becoming more like Jesus in attitude and action; belonging to the family of God and expressing the love of God locally, nationally and internationally.

The Lead Pastor will faithfully exposit God's Word, lead Staff, pursue the goals of the ministry plan, and attend regular meetings with the Board, working with them to discern the means of accomplishing our mission of making and nurturing followers of Jesus through healthy relationships.

The following preferred qualities and desired professional skills are rooted in what Scripture teaches about the role and qualifications of a Pastor (1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:2-4).

Preferred Personal Qualities:

1. High view of Scripture, faithfully proclaims and defends the Word as the inspired, inerrant, infallible and incorruptible Word of God.
2. Man of prayer, recognizes the importance of prayer and faithfully engages in prayer over all aspects of his personal life and role as Lead Pastor.
3. Authentic, man of integrity, humble, in genuine relationship with Jesus and others.
4. Ability to relate well to a multi-generational, multi-cultural congregation.

Desired Professional Skills:

1. Expository preacher, able to relate Scripture to life application, inspiring congregants to live faithful Christian lives.
2. Effective communicator, relating to Staff and congregants with clarity and compassion.
3. Discipleship focus, leading others to be disciples who make disciples.
4. Previous experience leading a large or growing congregation.
5. Previous experience working within a policy governance model.
6. Master of Divinity or equivalent education/experience.

Job Responsibilities:

Faithful Exposition from the Bible (35%)

1. Preach the Word of God consistently and faithfully in an expository manner.
2. Guide, instruct and mentor as required other pastors and lay preachers to ensure consistent and faithful exposition of Scripture from the pulpit.
3. Pray faithfully for the leading of God in the direction of the church and allow this to inform preaching plans.
4. Encourage and equip the church family to grow deeper in relationship with Jesus Christ through service, prayer and the application of the Scriptures.

Leading/Overseeing Staff (35%)

1. Work in collaboration with the Board, and lead the Staff, toward the attainment of the mission, vision, and ministry goals of the church.
2. Maintain holistic view of WRBC and its ministries, initiate and oversee the planning process for vision and annual ministry planning among Staff and ministry leaders.
3. Ensure that all church ministries are consistently aligned with the attainment of our mission, vision, and ministry goals.
4. Maintain healthy relationships with Board, Staff, ministry leaders, and other people with whom we partner in order to ensure spiritual and organizational health of WRBC.
5. Meet with individual Staff members regularly to direct, prioritize and maintain focus on the ministry goals essential to the church's mission and vision.
6. Conduct annual performance reviews for all Staff members, with ongoing follow up throughout the year.
7. Serve as liaison between Board and Staff for the purpose of accountability and efficiency in pursuing ministry plans. Act as Staff representative to the Board; communicate direction of the Board to Staff.

Discipleship of Members/Congregants (15%)

1. Give spiritual oversight by ensuring all church matters are conducted in a manner consistent with Biblical teaching.
2. Mentor Staff in their discipleship journey and encourage them as they disciple others.
3. Lead by example by building and maintaining healthy relationships, encouraging and equipping all ministry leaders, members and congregants to disciple one another through healthy relationships.
4. Clearly communicate WRBC's vision for discipleship, ensuring that it guides and informs all ministry activities.

Other Pastoral Responsibilities (15%)

1. Shepherd the flock by assisting in pastoral care, visitation and crisis counselling in cooperation with other pastoral staff and deacons.
2. Prepare for, and officiate at weddings, funerals, baptisms and baby dedications in partnership with other pastoral staff.
3. Participate at the Association, Regional and Conference levels of the denomination with which we are affiliated.

