

SonCoast Community Church

Pastor Job Description

Purpose of the Position: to be an effective pastor/teacher for the church family while providing spiritual leadership as the congregation reaches out to the broken, hurting and lost and disciples the saved.

The pastor's primary responsibility, along with the elders, is to equip the church family for the work of the ministry. He must be faithful in the exposition of Scripture so that the congregation may grow in the understanding and application of the Word of God. His ministry is also to help protect the flock from false teaching and to unite the leadership in the shepherding of the flock (Eph 4:11-16; Acts 20:28)

- In applying for the pastor position, the candidate must:
 - Hold to the conviction that he is called by God to be a pastor
 - Seek the position eagerly and not under compulsion
 - Know that pastoring is the will of God for his life
 - Have a heart and ability for ministry to families and children
 - Be in agreement with the Statement of Faith of SonCoast and the North American Baptist Conference
 - Have a heart for the multiethnic people of South Florida
 - Desire to extend grace and participate in God's recovery work

The pastor must be a man above reproach who exhibits the godly character qualities outlined in I Timothy 3:1-16; Titus 1:1-16; I Peter 5:1-5; and Acts 6:4.

- In accordance with the above passages, the following is a list of character qualities which are biblically required standards for any individual wishing to fill the role of pastor. These values and character traits should be consistently maintained and expressed through the pastor's actions both when fulfilling his role as pastor and as head of his household.
 - Husband of one wife
 - Have the spiritual gifts of preaching/teaching and leadership
 - Free from the love of money and capable of being a good steward of the resources God provides
 - Financially above reproach in the eyes of the Lord and man
 - A good manager of his household; managing his children with dignity and living in such a manner that encourages the children within his house to accept Christ as their personal Lord and Savior
 - A stable, mature, growing Christian
 - Maintains a good reputation outside the church
 - Able to exhort with sound doctrine and refute those who contradict God's Word
 - Shepherds the church with grace and godly oversight
- In addition to these qualities a SonCoast pastor needs to be someone who loves God, loves people and is comfortable with the broken people who come through our doors; one who sees life with broken people as a gift by which to go deeper into his own brokenness. He should be one who gives and lives grace because he is deeply aware of his personal need for grace; someone who sees himself practically as in active recovery from sin like all of us and is able to humbly receive as much or more than he gives. Gratitude must be a central trait. He abides and rests in Christ and can teach us to be still and know God by example in the midst of his own stress, troubles, crises and pain. He should be a man of prayer and a humble servant-leader who is real and

vulnerable, willing to confront his own “masks” and the ways he hides and is open to exploring what it means to trust God more than working hard to please God.

Skills and Qualifications

- Master of Divinity or the equivalent in experience.
- Have a sound knowledge of Scripture and an ability to effectively apply Scriptural principles in ministry to individuals and families.
- Be committed to teamwork with other pastoral staff and ministries within the church.
- Agree with the mission statement, constitution and bylaws of SonCoast Community Church.
- Be energetic, strong in Bible based teaching, and an engaging, dynamic speaker – a teaching pastor who lives and preaches faith in the present tense in the midst of uncertainty.
- Be deeply excited about impacting lives for Christ.
- Have experience with or knowledge of the 12 steps of recovery, their Biblical basis and Celebrate Recovery

Responsibilities

- Fulfill preaching and teaching responsibilities, primarily for regular worship services but also where otherwise deemed appropriate.
- Exercise leadership gifts by casting a vision to implement our mission for future growth and vitality of the church family and by working closely with SonCoast’s leadership team in strategic planning and allocation of resources.
- Oversee the ordinances of baptism and the Lord’s Supper. Participate when deemed appropriate in weddings, funerals and infant dedications.
- Minister to individuals and families in crisis or illness as well as giving spiritual counsel as time permits.
- Growing and discipling whole and healthy families.
- Serve in community and ministry positions outside the local church with prior approval of the Elder Board.

Administrative Relationships

- Reporting and Evaluation: The Pastor will be accountable to, supervised and evaluated by the Elder Board
- Supervisory Role: Supervision of the staff as mutually agreed upon by the Elders.
- Coordination: The Pastor will work closely with staff and the worship leader in planning the regular worship services.

Physical Demands

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions. While performing the duties of the job, the employee is regularly required to stand, walk, sit, talk and hear. Specific vision abilities required by this job include close vision, distance vision, and the ability to adjust focus. Local travel is routinely required.