

## **Executive Pastor**

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Primary Function: The Executive Pastor is responsible for creating and leading healthy church practices that will contribute to the spiritual and numerical growth of the church and ensuring that all systems in the church operate consistently with the direction set forth by the Senior Pastor and Board of Trustees.

General Function: To work under the supervision of the Senior Pastor as a member of the Senior Leadership Team and provide collaborative leadership consistent with the direction set forth by the Senior Pastor and Trustees. To embrace the Discover, Connect, Grow, Serve ministry plan enabling and equipping the church to fulfill the five functions of the New Testament church: worship, evangelism, discipleship, fellowship, and ministry.

### **Responsibilities**

**Discover** (everything we do to help someone discover the truth of the gospel)

1. Enlists and supervises a Hospitality Team responsible for providing a friendly and safe welcome to FBC every time the doors are open.
2. Responsible for the first impressions of our ministry to ensure that we consistently provide a culture of high expectations and excellence.
3. Engages in gospel conversations on a regular basis; leads one mission trip annually with one of our church mission partnerships.

**Connect** (everything we do to deepen the connection of individuals to Nashville First Baptist Church)

1. Gives leadership to "Discover First."
2. Creates and implements an atmosphere and an attractive process that moves people toward spiritual growth, discipleship, and membership.
3. Broadens the connections that Nashville First Baptist Church has in our community so that more people can hear and respond to the gospel.
4. Continually identifies, develops, and deploys volunteers to assist in the Discover, Connect, Grow, and Serve Ministry Plan.

**Grow** (everything we do to provide a healthy environment for numeric and spiritual growth)

1. Sets and develops a plan to cultivate numeric growth with the staff by giving leadership to both historic and current "best practices" from growing churches.
2. Provides vision and leadership to small group ministries of all ages within the church to result in reproducing disciples.
3. Leads an Evangelism Training Course annually.

4. Works collaboratively with the staff and leadership of Nashville First Baptist to lead the congregation to numeric and spiritual growth.

**Serve** (everything we do to administer and minister the love of Christ to others)

1. Serves as Chief of Staff-planning, coordinating, and supervising the work of the Ministerial Team.
2. Co-develops the final budget with the Associate Pastor of Operations for all church ministries and supports the Associate Pastor of Operations in administering the approved budget.
3. Serves as a resource person to assigned church committees.

#### **Expectations**

1. Has a clear testimony of salvation and ongoing spiritual growth.
2. Affirms the doctrinal statement summarized in the restated charter of the church based on the New Hampshire Confession of Faith and the Church Covenant.
3. Demonstrates the call, character, competencies, and chemistry becoming a minister of the gospel of Jesus Christ.
4. Is a servant leader.

#### **Relationships**

As a member of the church ministry team, the Executive Pastor is responsible to the Senior Pastor for all ministry and administrative-related matters.

#### **Qualifications**

Education — Undergraduate degree plus an appropriate degree (MRE, or its equivalent) from an accredited theological seminary or divinity school (with emphasis in Christian Education) or other experience as deemed appropriate by the church.

Experience — Minimum of five years in church-related assignment (adult ministry preferred)

Spiritual — Professing Christian and member of Nashville First Baptist with full agreement in church doctrinal statements, mission, and vision.

#### **Status**

An exempt, full-time position with benefits as specified in the Personnel Handbook. The Executive Pastor is supervised by the Senior Pastor.