

SENIOR PASTOR JOB DESCRIPTION

Nashville First Baptist Church is a historic, multi-generational church seeking an experienced Senior Pastor with a heart for urban ministry who will provide strategic leadership as we pursue the following vision: To be a diverse community that is intentional in sharing the truth, hope, and love of Jesus Christ with the priority of engaging and growing beginning in downtown Nashville.

Key outcomes of our search for a new Senior Pastor:

Dynamic and Visionary Leadership—We are eager to follow the leadership of our new Senior Pastor in creating and implementing a strategic plan for the future that supports our stated vision.

Unified Mission—We desire a Senior Pastor who will help us align our existing programming under a clear and unified vision and who will lead our entire congregation to embrace new strategic missional opportunities.

Transformational Change—Starting with ourselves, we are committed to the transformational change required by our vision statement.

Downtown Nashville—We are committed to carrying forward our historical presence in downtown Nashville, while serving the incredibly dynamic environment of which we are privileged to be a part.

RESPONSIBILITIES

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

1. Prays for the ministry of the church daily.
2. Preaches the gospel and teaches the full counsel of God by faithful exposition of the Bible in a systematic and edifying way through both sermons and Bible studies.
3. Leads and works with the ministry staff in a comprehensive and aggressive evangelism/outreach strategy to reach people for Christ, beginning with our neighbors in downtown Nashville.
4. Sets the direction of worship as the primary worship leader. The Senior Pastor leads and/or designates leadership for the ordinances of Baptism and Lord's Supper, and the officiating of funerals and weddings.

Connect (Everything we do to deepen the connection of individuals to Nashville First)

1. Works alongside ministry staff to build relationships and support the work and success of Bible studies, small groups, and mission opportunities.
2. Builds relationships with other churches and church leaders.
3. Builds relationships with downtown community partners, businesses, and those on the front lines in our community. Is a known entity and leader in the downtown community.
4. Represents the church in civic matters and serves as the official spokesperson for the church.
5. Keeps the church informed of denominational developments.

Grow (Everything we do to provide a healthy environment for growth of membership and spiritual growth)

1. Disciples members to individual spiritual growth and maturity.
2. Mentors and develops lay leaders in the church.

3. Develops strategic plans to engage and reach the next generation.
4. Leads and mentors ministerial staff and develops leadership tools for accountability in each area of ministry.

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

1. Provides meaningful pastoral care and works alongside ministry staff to provide care for church members and community members.
2. Prioritizes missions, service, and stewardship as a privilege of church membership.
3. Builds strategic missional partnerships with non-profits and other like-minded organizations who are specifically involved with improving the lives of our community and beyond.
4. Establishes key and consistent missions opportunities to serve the community, prioritized by the church.

EXPECTATIONS

1. Has a clear personal testimony of salvation and ongoing spiritual growth.
2. Affirms Nashville First Baptist Church's Articles of Faith, interpretation of the biblical covenant of marriage, and denominational affiliation (available at <https://nashvillefirst.org/beliefs-statement>).
3. Lives a life modeling the call, character, and competencies becoming of a minister of the gospel of Jesus Christ.
4. Is a bold, humble, and strategic servant leader.
5. Communicates a unified mission and vision both internally and to the community.
6. Provides clear and accountable leadership in all aspects of the church—operational, managerial, and spiritual.

RELATIONSHIP TO TRUSTEES

The Senior Pastor is responsible to the Trustees and presents an annual report to the Trustees on the state of the church. A Senior Pastor Relations Team of the Trustees will provide counsel and support to the Senior Pastor and conduct the annual performance review of the Senior Pastor.

QUALIFICATIONS

Spiritual: A professing Christian and member of Nashville First Baptist with full agreement on church doctrinal statements and policy statements.

Education: Must be a graduate of an accredited theological seminary or divinity school including but not limited to the six Southern Baptist seminaries. An advanced degree in pastoral ministry, theology, or related field is preferred.

Experience: Proven pastoral experience in a multi-staff, multi-generational congregation. Leadership experience within urban ministry contexts is desired.

STATUS

An exempt, full-time position with benefits as specified in the Personnel Handbook.