

Pastoral Qualifications, Roles, and Responsibilities First Baptist Church, Los Alamos, New Mexico

Principal Function:

The role of pastor is not a job but a calling. His qualifications and duties are all grounded in his principal function, which is to equip and inspire the congregation to participate in the purposes of God and pursue the experiential knowledge of God.

Pastoral Qualifications:

1. He must have made Christ his Savior and Lord and maintain a daily walk with Jesus Christ through prayer, meditation on and study of the Bible, worship, witnessing, fellowship with other believers, and other disciplines (e.g. fasting) as he is called.
2. He must have a passion for seeing souls come to Christ and regularly pursue that passion.
3. His life must be consistent with 1 Timothy 3:1-7 and Titus 1:6-9.
4. He must have received a definite call to ministry and a specific call to this fellowship.
5. He should be familiar with the doctrines of the Southern Baptist Convention and support them as long as they are consistent with Scripture, and he should maintain full fellowship with all the denominational agencies with which the church is cooperating.
6. He must enjoy working with and serving people.
7. His previous and ongoing education should equip him for his responsibilities (see below).

Pastoral Role Includes:

1. **CHAMPION THE VISION** The congregation determines the vision under the leadership of the pastor. (A newly called pastor should be aware of the vision and agree with it before he accepts the position.) The pastor must determine ways to communicate the vision to the congregation, inspire them to follow the vision, and develop methods to help the church actively pursue the vision.
2. **MOTIVATE AND EDUCATE THE CONGREGATION TO DO MINISTRY** It is not the pastor's job to do all the ministry of the church; instead, he provides the congregation with the inspiration and the tools to do the work of God. The pastor should demonstrate a servant's heart through his leadership.
3. **BE THE CHIEF UNDER-SHEPHERD OF THE CHURCH** This involves encouraging, protecting, gently leading the flock, and admonishing. Because a church is a group of individuals who are still struggling with the flesh, events in its life will require a God-inspired and -empowered response from the pastor. It is expected that the pastor will be sufficiently mature to set aside his own emotions when necessary, for the well being of the church.
4. **OVERSEE OTHER CHURCH STAFF AND EMPLOYEES** This includes the Ministry Assistants and other staff employed by the congregation.

Pastoral Responsibilities Include:

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Approved On: August 23, 2009

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1. Prepare and deliver sermons.
2. Plan and conduct worship services in coordination with the Worship Team.
3. Lead in observance of ordinances.
4. Lead the church in an effective program of witnessing.
5. Seek to familiarize himself with the individual members of the congregation and their needs.
6. Conduct counseling sessions (as qualified by degree or level of experience) and maintain professional confidentiality.
7. Perform wedding ceremonies and conduct funerals.
8. Serve on the Church Council and help the deacons to carry out their responsibilities.
9. Become familiar with, supportive of and, if possible, active in the various ministries of the church, including but not limited to: AWANA, youth group, Sunday School, missions projects, prayer teams, and fellowship events
10. Visit the sick and bereaved and other ministerial visits as required.

See Attachment:

"Congregational Responsibilities In Support Of The Pastor"