

Job Description

Lead Pastor of *Connect Church*

Coordinates with: Elder Council

Position Status: Full-time

Salary and Benefits: Commensurate with market, skills, and experience

Overview

Connect Church is a theologically and socially conservative Southern Baptist Convention (SBC) congregation. The Lead Pastor serves as the primary shepherd, preacher, and spiritual leader of the church. This role provides biblical leadership, pastoral care, and vision, while working in partnership with the Elder Council and Ministry Staff to ensure the church fulfills its mission of “Glorifying God by connecting people to become fully devoted followers of Jesus Christ.”

Qualifications

- Clear testimony of faith in Jesus Christ and evidence of a vibrant, Spirit-filled walk with the Lord and demonstrating an undeniable pastoral gifting for leadership ministry.
- Ordained as a pastor with affirmation of calling consistent with 1 Timothy 3:1–7 & Titus 1:5–9.
- Full agreement with the Baptist Faith & Message 2000 and committed to SBC distinctives.
- Preferred 3–5 years of experience as Lead Pastor of a growing church of 500 or more in average weekly attendance. (will consider an Associate Pastor with an exceptional gift of preaching/teaching)
- Master of Divinity or higher from an accredited SBC or like-minded evangelical seminary preferred.
- Proven ability to preach biblical text-driven sermons coupled with high level people skills flowing from a heart engaged in shepherding a large congregation and reaching the community.
- Demonstrated experience partnering with Elders (or Deacons), leading staff, and equipping leaders in building consensus resulting in accomplishment.
- Family abstains from all alcoholic beverages and addictive substances.
- Bonuses:
 - Familiar with South Florida culture.
 - Bilingual in English and Spanish.
 - Possess moderate to advanced organizational skills with a track record of building teams, completing projects, and leading a successful building campaign.

Core Competencies

- **Biblical Preaching:** Demonstrates strong ability to stay faithful to the Biblical text and apply God’s Word in a clear relevant way.
- **Spiritual Leadership:** Shepherds with humility, prayerfulness, and Christlike example.
- **Vision Casting:** Leads the church toward biblical mission with clarity and conviction.
- **Relational Shepherding:** Builds strong relationships, offering pastoral care, wise counsel, encouragement, and accountability.
- **Organizational Oversight:** Provides wisdom in managing staff, ministries, and resources.

Key Responsibilities

Preaching & Teaching

- Faithfully preach and teach the Word of God with sound doctrine, rooted in the authority of Scripture and in agreement with the Baptist Faith & Message 2000.
- Provide clear, Christ-centered, expository (text driven) preaching that equips the church for spiritual growth and gospel witness.
- Guard the church to ensure SBC distinctives and theological integrity remain central.

Leadership & Vision

- Serve as the President of the Elder Council, Chairman of the Board, and Church Moderator while leading the Ministry Staff to prayerfully discern, develop, and implement God's direction for the church consistent with the core values, strategy, constitution, and bylaws.
- Lead the congregation in prayerfully fulfilling the Great Commission through evangelism, discipleship, giving, service, and missions.
- Model servant leadership, setting a Christlike example in character, family life, and ministry.

Pastoral Care & Discipleship

- Provide shepherding care to Ministry Partners (members), including counseling, visitation, weddings, funerals, and baptisms.
- Equip and mobilize Ministry Partners for ministry through discipleship pathways, Connection Groups, and leadership development.
- Foster a culture of prayer, worship, and unity within the congregation.

Staff & Ministry Oversight

- Lead, supervise, and encourage Pastoral Staff and Ministry Leaders in alignment with the church's mission of "Glorifying God by connecting people to become fully devoted followers of Jesus Christ."
- Ensure ministries are coordinated, effective, and biblically faithful.
- Work with Elders and Staff to provide oversight of church life, including ordinances, membership, and discipline.

Administration & Stewardship

- Embrace partnership with Elder Council, and leadership of Ministry Staff and finance leaders, to steward church resources well.
- Participate in developing and overseeing the annual budget to ensure financial health and mission effectiveness.
- Oversee church operations in the effective use of facilities and technology in support of ministry.