



WESTWOOD BAPTIST CHURCH SENIOR PASTOR PROFILE

ABOUT WESTWOOD BAPTIST CHURCH

Located in the Birmingham, Alabama suburb of Alabaster in Shelby County, Westwood desires to be a church that knows and cares for one another in order to reach the world around us. Our Mission: Westwood exists to multiply disciples that live on mission. Our vision is based upon our mission as a steward of the Great Commission. Our Vision: Westwood's vision lives within the boundaries of multiplying disciples, practicing personal obedience to Jesus as Lord, and taking the gospel to all nations. Westwood multiplies disciples who live on mission from the thousands, to the few, with the three, for the ONE.

Currently, Westwood Baptist Church has over 2,500 resident members. Year-to-date, worship attendance and small group participation have averaged approximately 1,400 and 900 respectively. Regular budget receipts for fiscal 2016 are estimated to be \$2.8 million.

ABOUT THE CANDIDATE

Westwood Baptist Church seeks a Senior Pastor who will provide ministry leadership in a multi-faceted capacity—as a Leader, Pastor, and Teacher. The ideal candidate will be an articulate communicator and have a remarkable aptitude for expository preaching. This individual will possess experience as a Senior Pastor or will have acquired experience in an associate pastoral role in a large church setting. He will be highly capable of simultaneously managing an experienced church staff, church business and finances, operational elements, teaching responsibilities, and ministry teams.

A graduate level degree or higher from an accredited theological seminary is preferred. The lead pastor must accept and be in agreement with, the Baptist Faith and Message, and he will be a bold visionary and a leader of leaders. The preferred candidate will have exceptional relational and people-oriented skills and be highly effective in team building. They will bear a character that demonstrates a relationship with Jesus Christ, guided by a commitment to following the principles spelled out in the Bible for living a life of thankful service to God. Above all, they will possess an upstanding character of integrity and credibility, guided by a sound set of ethical principles.

ABOUT THE POSITION – see attached JOB DESCRIPTION

ABOUT OUR COMMUNITY

Westwood is located in Alabaster, a southern suburb of Birmingham in Shelby County, Alabama, United States. According to the 2013 Census Estimates, the city had a population of 31,342. Alabaster is the 16th largest city in Alabama (by number of residents) and still a growing population. Just 17 miles south of Downtown Birmingham, Alabaster offers a suburban lifestyle while maintaining access to urban opportunities. In addition to Alabaster, Westwood serves the entire Shelby County area including the nearby cities of Pelham, Helena, Calera and Montevallo.

Per cityofalabaster.com, the City of Alabaster is a wonderful place to raise a family. That is why more and more residents have flocked to Alabaster, making it, by far, the largest city in Shelby County. Alabaster has become a well-rounded community with a wide variety of entertainment, recreation, healthcare and retail. That makes Alabaster a great place to live and do business.

Per shelbyal.com, Shelby County is the fastest growing county in the State of Alabama. Encompassing approximately 800 square miles in Central Alabama, the County offers diverse amenities in a temperate climate with dramatic landscapes. Recreational opportunities flourish throughout the County, from our city and county parks to the 10,000-acre Oak Mountain State Park.

Alabaster, Pelham and Helena are consistently ranked in best places to live in Alabama based on factors such as employment, low crime rates, amenities and schools.

<http://www.ewestwood.org/>

<http://cityofalabaster.com/>

<http://www.alabasterschools.org/>

<https://www.shelbyal.com/>



Senior Pastor Job Description

The Senior Pastor will provide and oversee Biblical leadership through focusing on God's Word and prayer, shepherding the body of Christ and equipping the saints to do the work of ministry (Acts 6, 1 Peter 5, Ephesians 4). He is expected to equip, develop and empower the congregation and staff to effectively share the Gospel. Responsibilities include Preaching/Teaching, Administration/Vision, and Pastoral Care.

- Rightly preaches and teaches God's Word
- Responsible for leading Evangelism
- Lead Shepherd accountable to God, the Church Council, and the Church congregation
- Demonstrates gifts and provides oversight in Preaching/Teaching, Pastoral Care, and Administration/Vision
- Leading spiritual growth and development
- Ambassador for community, association, and convention

SUMMARY

The Senior Pastor at Westwood Baptist Church serves as the primary teacher and leader of the church. The Senior Pastor is to proclaim the Word of God and serves as the primary teacher of Scripture for the congregation. The Senior Pastor is responsible for articulating the vision and mission of the church and leading the Staff and the Congregation to fulfill this vision and mission. The Pastor oversees the corporate worship of the congregation, serves as the leader of the staff, and ensures that the day-to-day ministries of the church are conducted well. The Senior Pastor reports to and works directly with the Church Leadership as provided for in the church bylaws to maintain the health, unity and faithfulness of the church. This person should lead by example and should cultivate a positive spirit throughout the church family. The person in this role should represent Christ and His church well in the community at large and lead with integrity, courage and humility.

ESSENTIAL DUTIES AND RESPONSIBILITIES

Leadership:

1. Study and proclaim the Word of God and serve as the primary teacher of Scripture for the congregation.

2. Preach with both depth and breadth
 - a. Depth – doctrinally rich, gospel-centered, authentic, heartfelt and encourages obedient response
 - b. Breadth – multi-generational, relational, and culturally relevant
3. Lead the preparation and execution of vibrant, Spirit-filled, Biblical worship services
Including appropriate administration of sacraments
4. Serve as the spiritual head and leader of the church, being an under-shepherd of Jesus Christ, guiding and protecting the congregation.
5. Articulate the vision and mission to the congregation and lead the staff and the congregation to fulfill this vision and mission.
6. Serve as the inspirational leader of the Church Leadership and disciple its members to develop their spiritual growth and development.
7. Work directly with the Staff and Church Leadership to create conditions in the congregation conducive for the fulfillment of the vision and mission of the church.
8. Think creatively and strategically to address needs within the church and find ways to meet them in cooperation with the Staff.
9. Lead church staff meetings and encourage team ministry
10. Lead, shepherd and develop the pastoral team and other support staff

Administration:

1. Oversee the church staff and the operations of the church office.
2. Oversee systems, processes, and supporting organizational structures that allow the church to be effective in fulfilling its vision and mission and in caring for its members.
3. Assess the effectiveness of all strategies, programming, and activities with regard to implementing and achieving the vision and mission of Westwood.
4. Direct biblical church discipline when necessary to protect the unity of the church.

Relationships:

1. Successfully develop and nurture relationships with the Staff, Church Leadership, and members of the congregation at large.
2. Mentor current and future leaders for ministry within the church.
3. Provide for the pastoral care of church members.

QUALIFICATIONS

Personal Life:

1. Model the qualifications of an elder (1 Tim 3:1-7, Titus 1:6-9, 1 Peter 5:1-4).
2. Model biblical community in relationships (Matt 5:23-24, Matt 18:15-17, Eph 4:25-32).
3. Model biblical family life before the body (Eph 5:22-6:4).
4. Model biblical integrity in all things (1 Tim 6:11-12).
5. Model biblical humility and putting the needs of others above one's own (Phil. 2:5-11).

6. Strong commitment to the Lord through personal spiritual disciplines.
7. Support the Baptist Faith and Message.

General Job Requirements:

To perform this job successfully, an individual must be able to perform each essential duty satisfactorily. The requirements listed below are representative of the knowledge, skill, and/or ability required.

1. Must be diligent and well-organized with the ability to multi-task. Be detail oriented and have a strong work ethic.
 2. A commitment to participation in church activities/events, good interpersonal relationships, teamwork, and a pleasant personality. Must be able to deal in a healthy and constructive way with conflict.
 3. A commitment to confidentiality regarding all records, both of the church and staff, and the members.
 4. Live in the Alabaster area.
-