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www.PathwaysBC.org

Pathways Baptist Church Job Description and Application Requirements for Senior Pastor Position

Pathways Baptist Church (Gaithersburg, MD) prayerfully seeks a full-time Senior Pastor who will serve as its primary spiritual and ministry leader. The Senior Pastor is accountable to the congregation for advancing the vision within the boundaries of the church's mission, values, and beliefs; and functioning within its constitution, policies, and procedures. The Senior Pastor has authority to discern, design, implement, and evaluate the most effective ministries that will achieve the strategic goals.

Pathways is a relatively new congregation (founded January 2016) resulting from the merger of First Baptist Church of Gaithersburg, MD and Streams of Hope Church of Silver Spring, MD. Our church is a uniquely multicultural congregation in an exciting environment, as Gaithersburg was ranked 3rd most culturally diverse city in the U.S. this year. The diversity of the congregation's membership and leadership extends across ethnic, socioeconomic, denominational backgrounds, and educational lines. The geographical proximity to the nation's capital brings an additional component of depth and opportunity to our setting.

Our vision: "Walking together with Jesus to change lives"

Our mission: "Following Jesus, Loving People, Bringing Hope"

(See "Additional Information about Pathways Baptist Church" at the end of this document)

Senior Pastor Duties and Responsibilities

- Strive to fulfill the scriptural obligations of this office with all fidelity
- Preach the Gospel
- Shepherd the church in fulfilling its Mission and Vision, considering its Values and Beliefs
- Model what it means to be a disciple of Jesus Christ
- Administer the ordinances as commanded in the New Testament
- Lead efforts to discern, design, implement, and evaluate the most effective ministries that will achieve the strategic goals
- Develop, equip, lead and hold accountable other staff and volunteer leaders for their own spiritual maturity, and to carry out their responsibilities and the Mission of PBC
- Ensure that policies and procedures are followed, and that administration is performed with high integrity
- The Senior Pastor shall be an ex-officio member of all committees of PBC, with voting privileges, and shall lead the Church Leadership Team

- The Senior Pastor manages the church staff. All Ministerial Staff report to the Senior Pastor, although they may also report directly to another supervising minister in their department (i.e., discipleship or worship).

Position Qualifications and Expectations

- Education: minimum is a Master of Divinity seminary degree
- Ordained minister
- Love Jesus
- Love the local church
- Love people, connecting across cultural lines of ethnicity, socioeconomics, age, etc.
- Embrace the vision, mission, and values of Pathways
- Demonstrate a strong work ethic
- Model a teachable spirit through ongoing learning
- Plan and manage projects well
- Positive role model

Work Schedule

- Most work weeks are 40-50 hours, including an average of one evening per week and some Saturday events
- All ministerial staff work on Sundays, then normally Monday through Thursday for office hours and meetings. When ministry events are scheduled on Fridays/Saturdays, appropriate adjustments can be made to the weekly work schedule
- All staff are required to participate in weekly staff gatherings

Compensation

- Regionally appropriate salary commensurate with education and experience
- Health insurance (self/family, 75/25 church/individual cost) & group Long Term Disability insurance
- Retirement: 403(b) plan; includes life insurance
- Vacation, conference, and sick leave that adjusts for longevity

Application Requirements and Process

Applicants interested in applying for the position of Senior Pastor should send the following information:

(1) Cover letter. In the cover letter, confirm that you have reviewed and are in agreement with the following items located on our website (<https://www.pathwaysbc.org>): Our Vision, Our Mission, What We Believe and Teach, and Church Covenant. In addition, highlight your ministry experience in a multicultural church and your experience growing a church.

(2) Resume

(3) Names of three references with contact information (address, email, best phone number)

Applications must be emailed to pastoralsearchpathwaysbc@gmail.com

Closing date: April 14, 2023

Additional Information about Pathways Baptist Church

History

The roots of Pathways go back almost 70 years to the founding of First Baptist Church of Wheaton, MD in 1949, followed by the birth of First Baptist Church of Gaithersburg in 1955. Both congregations in turn experienced waves of growth and decline, demographic shifts, and urbanization. In 2005, FBC

Wheaton began a name change and church relocation process, which after years of twists and turns God eventually used to bring Streams of Hope Church to FBC Gaithersburg's facility. The two churches entered a joint exploration of a merger and spent a very deliberate year studying, worshipping, and ministering together before voting overwhelmingly in December 2015 to bring the two bodies together as one new church. The merger process of staff, systems, and resources was estimated to take two years to complete, and the estimate proved quite accurate. Pathways now looks to increase its momentum and investment in mission and ministry for the 21st century.

Church Membership & Structure

Pathways enjoys a membership of over 300 people, consisting of significant Caucasian, African-American, and Hispanic populations as well as folks from more than 25 nationalities, with representation from Brazil, African countries, Asian countries, and Caribbean countries and territories. All candidates for membership attend a short course and are interviewed by church leaders to confirm their faith in Christ. Membership courses are offered several times each year.

We are congregationally governed. Elders (both lay and clergy, male and female) provide spiritual oversight and direction for the church, while the Deacons are servant-leaders in a variety of ministry opportunities, including congregational care. The Church Leadership Team ensures organizational focus and oversight as the church staff and ministry teams work to fulfil the Strategic Plan. Our ministerial staff includes a Senior Pastor, Discipleship Pastor, Student Ministries Pastor, Minister of Multicultural Worship, and a Children's Minister. We also provide a variety of internship experiences to develop the next generation of leaders.

Our Connections

Pathways is affiliated with the District of Columbia Baptist Convention, and beyond that, cooperates with American Baptist Churches USA, the Cooperative Baptist Fellowship, and other missional groups to fulfil our mission at home and abroad. Pathways shares its facility with a Brazilian church (Igreja Batista Brasileira de Washington) and a Latino congregation (Iglesia Bautista de Washington), which have proven to be mutually beneficial partnerships.

Our Beliefs and Priorities

While Pathways has not chosen to identify its beliefs according to any one historical doctrinal statement, we have adopted our own Statement of Beliefs and also identified seven "banners" we wave, the key characteristics of our church:

- Jesus centered
- Biblically faithful
- Spirit led
- Disciple forming
- Externally focused
- Congregationally governed
- Baptist affiliated

Pathways also strongly affirms Galatians 3:28 and welcomes both men and women into any and all areas of ministry for which they are gifted and called.

Key Challenges

The church vision, mission, and priorities led Pathways to develop a Strategic Plan (adopted 2017) that established the following goals: Building Community, Growing Spiritually in Discipleship, Reaching Out Intentionally, Connecting to God, and Growing and Managing Resources. The Strategic Plan was developed with both strengths and weaknesses of the current congregation in mind, leading the church to address challenges like these:

- Mindful of our merger roots, we sensed a need to build unity within the Pathways family, utilizing fellowship events, service opportunities, biblical teaching, and mission engagement to clarify our identity, deepen connections, and establish new relationships.
- Understanding that our geographical boundaries placed us in the category of a “regional” church, we nonetheless sensed a great desire and need to re-connect our church to the local community, so that effective evangelism can bring new people to faith, including both growth in personal discipleship and in small group connections to encourage it.
- Recognizing worship expressions as one area of great diversity in our church, we wanted to encourage and shape corporate and individual worship experiences that allow diverse people to connect with God in diverse ways while affirming our unity as the body of Christ.

The ongoing religious and cultural changes in the American context (including the impacts of the COVID pandemic, political division, the decline in religious and denominational loyalties, sexuality, and gender issues) continue to create new challenges and opportunities for churches focused on presenting the transformational work of Jesus Christ to a world desperately in need of the gospel message. Pathways’ leadership has committed to undertaking a new strategic plan process in the near future.