Pastor Job Description

Job Position: Pastor
Church: First Baptist Church of Wayne, PA
Location: 1012 Upper Gulph Road, Wayne, PA 19087
Position Type: Bi-vocational
Hours: M-F including weekends (Flexibility)
Date Posted: November 1, 2026 - **End Date: January 15,** 2027

Position Overview:
First Baptist Church of Wayne, PA is a small Bible based church nestled in the suburban mainline, celebrating 102 years of faithful ministry and rich history. We are seeking a servant leader who is called by God to preach and teach His Word, provide pastoral care, and guide the church in fulfilling its mission and vision. The Pastor will guide the congregation in carrying out the Great Commission and fostering growth in Christian character. The ideal applicant will demonstrate a clear calling to provide servant and spiritual leadership through biblical preaching, pastoral care, discipleship, evangelism and transparency.

Duties and Responsibilities

- Provide spiritual leadership and vision for the congregation.
- Support and encourage the growth and development of all church ministries including in person Bible Study and Sunday School.
- Demonstrate financial awareness and possess effective administrative skills and responsibility.
- Deliver sermons and teachings grounded in biblically sound doctrine, presenting the principles of Scripture with clarity, creativity, and thoughtful insight to encourage the congregation's commitment to following Jesus Christ.
- Provide spiritual guidance to the congregation through prayer, counseling and with genuine pastoral care and concern. This includes essential pastoral care: visiting the sick, counseling and support during times of family and personal grief or other traumatic experiences.
- Lead and when appropriate follow, evangelism initiatives by establishing connections with community and business leaders, as well as engaging with disadvantaged and marginalized individuals through organized church events, visitations, outreach activities, and participation in worship services.
- Conduct ceremonies including communion, baptism, baby dedication, weddings, funerals, and extend the Right Hand of Fellowship to all new church members.
- Offer support to associate ministerial staff and church leadership, demonstrating unwavering integrity, commitment, and dedication to Jesus Christ.

Qualification & Experience

- Candidates must have received ordination as a Baptist minister from a Baptist church or recognized Baptist body and be able to provide verification of ordination upon request.
- Master of Divinity Degree (MDiv) or equivalent preferred
- Bachelor’s degree in Theology, Biblical Studies, Christian Ministry or a related field.
- Comprehensive knowledge of Baptist practices and policy.
- Minimum of five years of pastoral or ministry leadership experience,
- Demonstrate a strong and growing personal relationship with Jesus Christ.
- Be a person of integrity whose behavior is consistent with Christian beliefs.
- Possess strong communication, interpersonal and public speaking skills and digital fluency
- Demonstrated gifts in preaching and teaching
- Experience in supporting mission outreach at the local and state levels.
- Ability to work collaboratively with leaders, officers and congregation.

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Submission Instructions

Interested candidates should submit the following:

- A cover letter detailing how you were called to shepherd God's people and experience in ministry.
- Current resume
- Two ministry related references and two personal references including each reference's name, title or relationship to the applicant, telephone number and email address.
- Copies of degrees, ministerial certifications, and ordination documentation.
- Available recordings of sermons (DVD, digital media, or online links)
- Current headshot photograph (required)

Please submit all application materials by mail or email to:

Attention: Pastor Search Committee

First Baptist Church

1012 Upper Gulph Road

Wayne, PA 19087

Email: FBCWayne.searchcommitte@aol.com

No resume should be hand delivered to the church and "No Phone Calls."

All resumes will be treated as "Confidential" by FBC Pastoral Search Committee.

Final candidates will receive a notification by email and will be required to submit further information at a later stage of the selection process. Final candidates must agree to a comprehensive background check, which will include a review of criminal history, a drug screening, an assessment of credit and financial history (conducted by external agencies to ensure confidentiality), and a national child protection check.

Application Deadline: January 15, 2027 11:59 PM