

Second Baptist Church of Doylestown

SENIOR PASTOR – POSITION DESCRIPTION

6055 Swamp Road, Fountainville, PA 18923

Position Summary

Second Baptist Church of Doylestown seeks a spiritually grounded, relational, and visionary Senior Pastor to lead the congregation into its next season of growth and impact. This role calls for a leader who can honor the church's legacy while guiding it forward with clarity, energy, and purpose.

The Senior Pastor will serve as the primary spiritual leader of the congregation - providing biblically grounded preaching, fostering meaningful relationships across generations, and cultivating a culture of discipleship, belonging, and engagement. The successful Pastor will work collaboratively with church leadership to expand community engagement and ensure ministries are active, relevant, and impactful.

Spiritual Leadership and Teaching

The Senior Pastor's primary calling is to faithfully proclaim God's Word and nurture the spiritual life of the congregation through excellent preaching, worship leadership, and intentional discipleship.

- Deliver biblically grounded, relevant, and engaging sermons
- Provide leadership for worship experiences in collaboration with ministry teams
- Foster spiritual formation through teaching and discipleship

Vision and Congregational Development

The Senior Pastor will cast and implement a compelling vision that unites the congregation around shared mission while strategically focusing on engaging families, youth, and rising generations - critical to the church's long-term vitality.

- Lead a clear and compelling vision aligned with mission and values
- Strengthen engagement across generations, with particular focus on attracting and retaining families with children and young adults
- Guide strategic initiatives that build momentum, deepen community, and position the church for sustainable growth

Pastoral Care and Community Engagement

Authentic relationships are at the heart of our church culture. The Senior Pastor will model Christ-like care while building bridges within the congregation and beyond our walls.

- Build authentic, trust-filled relationships across the congregation
- Provide pastoral care and spiritual support during key life moments, including baptisms, weddings, illness, and grief
- Promote a welcoming and inclusive environment that reflects our commitment to creating safe spaces for all people, especially children and vulnerable populations
- Lead outreach efforts that connect the church meaningfully with community needs

Leadership, Collaboration and Administration

The Senior Pastor will work in partnership with committed lay leadership, respecting our collaborative governance structure while providing clear direction and empowering others to lead effectively.

- Partner with church boards in alignment with governance
- Empower ministry leaders and maintain effective communication
- Lead with integrity, sound judgment, and emotional intelligence
- Exercise strategic and accountable leadership in church operations, aligning resources to effectively support the church's mission, ministry priorities, and long-term sustainability

Qualifications and Experience

We seek a seasoned pastoral leader with proven ministry effectiveness, relational warmth, and demonstrated success in the areas most critical to our next season of growth.

- 5+ years of demonstrated pastoral leadership experience
- Grounded in Baptist doctrine and theology, with demonstrated ability to apply these principles in preaching, teaching, and ministry leadership
- Senior or Associate Pastor experience at a church 200-500+ members
- Demonstrated track record of church growth
- Strong preaching, teaching, and relational skills
- Demonstrated ability to connect authentically with people across diverse backgrounds, cultures, and lived experiences
- Experience with family, youth, and community outreach

Preferred Qualifications

- Theological education (M.Div. or equivalent)
- Experience in collaborative leadership environments

Compensation and Benefits

- Competitive compensation aligned with experience and regional benchmarks
- Retirement contributions
- Paid leave
- Professional development support

The Opportunity

This is a rare opportunity to lead a spiritually healthy congregation at a pivotal moment - when faithful legacy meets forward vision.

- Lead with conviction and compassion at a church ready to grow
- Privilege to shape the future of the church while nurturing spiritual growth and honoring a strong foundation
- Foster meaningful relationships and collaborative leadership in a congregation known for its warmth and genuine care

We prayerfully seek a Pastor who will guide our congregation with faith, integrity, and vision as we continue to grow in ministry and impact.

Second Baptist Church of Doylestown is an equal opportunity employer and welcomes candidates from all backgrounds who are aligned with our mission and values. All final candidates will undergo comprehensive background checks, including child safeguarding verification.