

Senior Pastor

New Highland Baptist Church | Mechanicsville, Virginia

New Highland Baptist Church is searching for our next Senior Pastor, and we would love for you to prayerfully consider whether God might be calling you to join us.

We are a warm, multigenerational congregation that values faithful teaching of Scripture, authentic community, and serving our neighbors well. We take real joy in being a church family where every age and background is welcomed. We are looking for a spiritually mature, relational shepherd who teaches Scripture faithfully, loves people genuinely, and can patiently guide healthy growth for the next generation.

Key Responsibilities

The Senior Pastor proclaims the gospel of Jesus Christ, focuses on discipleship of our membership, provides pastoral care, and offers leadership across all areas of church life, including serving as chief administrator of our paid staff. In practice, that looks like:

- Preaching and worship. Plan and lead worship services, preach God's Word in an expository fashion, lead the observance of the ordinances, and teach Wednesday Bible studies.
- Discipleship and spiritual formation. Lead an effective ministry of spiritual formation and evangelism, develop discipleship at every age and stage, and develop and train teachers and small group leaders.
- Administration and leadership. Supervise and mentor our church staff, participate in church council and business meetings, serve as an ex officio member of all committees, and provide content for the monthly email newsletter (Envoy) and the Sunday bulletin.
- Pastoral care. Visit members and prospects and develop our deacons to share in this ministry. With confidentiality and care, counsel and encourage people through every season of life, provide premarital counseling, and officiate weddings and funerals.
- Outreach and growth. Support our Day School and use this as an evangelistic outreach to both students and parents, represent the church in the community, and partner with our Future Church Team on planning for the future growth of our church.

Who We Are Looking For

Our Pastor Search Team, with input from our membership, developed a profile of the person we believe God is preparing for this role. We hope to find someone who:

- Walks closely with Jesus, with a life marked by prayer, personal Bible study, and spiritual maturity
- Lives with integrity, humility, honesty, and steady, grounded character
- Loves preaching, teaching, and pastoral care, and communicates well with all kinds of audiences
- Holds sound biblical theology that aligns with our mission, statement of faith, and ethics statement, and supports a blended worship style
- Places a high priority on effective discipleship for every age and level of Christian experience
- Casts a compelling vision, leads collaboratively, and motivates volunteers to engage
- Has a shepherd's heart, builds healthy relationships, and connects warmly across ages, backgrounds, and life circumstances

- Brings capable administrative skills, including time management, budgeting, and comfort with Microsoft Office 365
- Is passionate about outreach and evangelism and builds bridges between the church and the wider community through creative use of technology
- Maintains a healthy family life, personal wellbeing, and a sustainable rhythm of work and rest

Minimum Qualifications

The ideal candidate will possess the following:

- At least five years' experience serving as Senior Pastor
- Alignment with Baptist statement of faith
- Willingness to make your primary residence in the greater Mechanicsville Virginia area
- An advanced degree in theology or divinity is preferred

Salary and Benefits

The posted salary range for this position is \$90,000 to \$115,000, based on experience, education, and alignment with the role. Benefits include:

- Two weeks of vacation and five days of paid personal sick leave accrued per year, up to a maximum of ten days
- Paid holidays
- Up to 10% of salary designated to manage medical premiums/expenses
- Up to 3% of salary contributed to a retirement or investment account
- Annual performance bonus potential
- Budget for various ministry support like phone, technology, library, conferences, etc.

How to Apply

If this sounds like the ministry God may be calling you to, we would be honored to hear from you. Please send your resume, a cover letter, and your salary expectations to:

seniorpastorsearchnhbc@gmail.com

Our Pastor Search Team reviews every application prayerfully with confidentiality and will acknowledge receipt of your submission. Thank you for considering New Highland Baptist Church. We look forward to learning more about you and how God has shaped your ministry.