Zoar Baptist Church

“To Know Jesus and Make Jesus Known”

Senior Pastor — Job Posting

Zoar Baptist Church is prayerfully seeking a **Senior Pastor** to shepherd our congregation into its next season of ministry.

We are looking for more than a preacher to fill our pulpit. We are seeking a **godly shepherd, faithful teacher, humble leader, and devoted follower of Jesus Christ** who will love our people, faithfully proclaim God’s Word, equip believers for ministry, and help us fulfill our mission: To Know Jesus and Make Jesus Known.

Who We Are Looking For

We are seeking a man who demonstrates the biblical qualifications for pastoral leadership found in **1 Timothy 3:1–7 and Titus 1:5–9**.

The ideal candidate will be:

- A genuine follower of Jesus Christ
- Biblically qualified for pastoral ministry
- A faithful husband and spiritual leader in his home
- A man of integrity, humility, self-control, and spiritual maturity
- A gifted and faithful preacher and teacher of Scripture
- Passionate about the gospel and evangelism
- Committed to discipleship and spiritual formation
- A compassionate shepherd who genuinely loves people
- A leader who equips others rather than seeking to do everything himself
- Able to lead with conviction while maintaining humility and grace
- Able to navigate change, conflict, and difficult circumstances with wisdom
- Committed to the health, unity, and spiritual maturity of the local church

What We Believe

The Senior Pastor must fully affirm the **2000 Baptist Faith and Message** and be committed to teaching and defending its biblical convictions.

We believe the Bible is the authoritative and trustworthy Word of God and that Jesus Christ is Lord and Savior.

We believe that salvation is by God's grace through faith in Jesus Christ and that the church exists to glorify God, proclaim the gospel, make disciples, and send believers into the world with the good news of Jesus.

What the Pastor Will Do

Preach & Teach: The pastor will faithfully proclaim the Word of God, regularly preach through Scripture, teach sound doctrine, proclaim the gospel, and help the congregation understand how God's Word applies to everyday life.

Shepherd: The pastor will love and care for the people of Zoar Baptist Church through prayer, encouragement, visitation, counseling, discipleship, and pastoral ministry during significant seasons of life.

Lead: The pastor will provide spiritual leadership and help the church prayerfully discern God's direction for its future. He will lead with humility, communicate clearly, develop leaders, encourage unity, and help the church focus its time and resources on its biblical mission.

Disciple: The pastor will help develop a culture of discipleship in which believers grow in Christ, serve according to their gifts, and learn to disciple others.

Evangelize & Make Jesus Known: The pastor will model personal evangelism and equip the congregation to reach its community and participate in local, national, and international missions.

Equip the Church: Rather than building ministry around himself, the pastor will seek to equip the saints for the work of ministry and develop leaders who can serve Christ and His church.

Experience & Education

Previous pastoral ministry experience is preferred, particularly experience shepherding a local congregation.

Formal theological or seminary education is preferred but will be considered alongside demonstrated biblical qualification, calling, character, theological conviction, pastoral experience, and ministry fruitfulness.

Ordination and experience within a Southern Baptist or similarly aligned church are also

preferred.

How to Apply

Interested candidates should submit:

1. A current résumé or ministry profile.
2. A written testimony of salvation and calling to pastoral ministry.
3. A statement affirming agreement with the 2000 Baptist Faith and Message. 4. A brief description of your pastoral philosophy.
5. Links or recordings of several recent sermons, if available.
6. Three to five ministry references who can speak to your character, family, preaching, leadership, and pastoral ministry.

Additional information may be requested during the search process.

Please submit the requested information to zoarwv@gmail.com or contact Samuel Harvey at (540)514-7081 for questions.

All applications will be prayerfully and carefully reviewed by the Zoar Baptist Church Pastor Search Committee.