

# **Pastoral Job Description**

First Baptist Church, Norwalk  
14000 San Antonio Drive, Norwalk, CA 90650

## **Description of Position:**

First Baptist Church, Norwalk is seeking a full-time, salaried Pastor (preferably bilingual), that is called by the Lord, loves Him, and will be able to lead and meet the needs of the congregation in order to glorify God.

## **Church Information:**

**Denomination:** Southern Baptist

**Church Size:** 30 - 40

**Make Up:** Multicultural English and Spanish speaking Congregation

- Main spoken language is English

## **Demographics:**

**State:** California

**City:** Norwalk

## **Approximate Population and Ethnic Makeup:**

Hispanic 74,384

Asian 13,849

White 12,249

## **Expectations and Requirements: (gone into greater detail during interview)**

### **Age:**

Approximately 40-49

### **Marital Status:**

Currently Married

### **Education:**

Must have attended and graduated from Seminary (Southern Baptist).

- Bachelors
- Master

### **Doctrine:**

Must subscribe to the Baptist Faith and Message (2000)

### **Ministry Experience:**

At least 6-10 years of Pastoral Experience

At least 1-5 years of Ministry Experience

**Characteristics:**

1. First and foremost, must abide by the standards of the Bible.
2. Express behavior that consistently shows obedience to God.
3. Have faithfulness in marriage (husband of ONE wife).
4. Have self-control in spirit and actions (self-controlled).
5. Be able to make appropriate decisions for the good of the kingdom of God (sensible).
6. Shows genuine care for persons (hospitable).
7. Is an effective teacher of the truths of God's Word.
8. Is the Spiritual leader of his family.
9. Is a mature in Christian belief and practice

**Position Responsibilities:**

1. Preach to and lead the congregation effectively.
2. Must be involved with the Congregation in:
  - a. Administration and delegation of the church staff, volunteers, and members.
  - b. Ensuring the congregation has an understanding of:
    - i. the Southern Baptist Denomination
    - ii. the Baptist Faith and Message
    - iii. the bylaws of the church
    - iv. Baptism
    - v. Communion
  - c. Counseling individuals and families with personal and spiritual problems
3. Time spent on Sermon Preparation and in Prayer.
4. Ministry Priorities:
  - a. Leadership vision and compelling plan for the future of the church
  - b. Discipleship and Spiritual formation
  - c. Evangelism and showing Jesus through word and action

**Salary and Benefits:**

Salary and Fringe Benefits are guaranteed, but to be determined.

**Contact Information:**

**Submit your cover letter, resume, and references to:**

- <mailto:Fbcn3567@gmail.com>
- 14000 San Antonio Drive, Norwalk, CA 90650

**Pastor Search Committee Chairman: Hector Guevara, Jr.**

- Cell Phone: (562) 229-4670
- Available M/W/F from 6 p.m. to 8 p.m. and T/Th from 4:30 p.m. to 7:30 p.m.