

Pastor (First Baptist Church of Keene)

Who We Are:

First Baptist Church of Keene is a small, welcoming congregation with a generally moderate-to-liberal theological perspective, grounded in a shared commitment to following Jesus Christ. We affirm Jesus as the way, the truth, and the life, and understand his death and resurrection as both atonement for sin and the ultimate example of selfless love. Most in our congregation view the Bible as the inspired Word of God. We value individual conscience, encourage thoughtful faith, and embrace a diversity of perspectives (including on social and ethical issues) while intentionally keeping political divisions separate from our life together in Christ.

Our church culture is deeply relational, marked by a strong sense of family, mutual care, and inclusivity. Though small in size, we are committed to active participation from all members, believing that each person brings unique spiritual gifts essential to our shared ministry. Our congregation skews older but includes a few young families and children, and we strive to nurture connections across generations. We gather in a more casual and approachable setting, where all are welcomed without judgment and encouraged to belong.

Worship at First Baptist blends tradition and warmth, with a focus on hymns accompanied by organ and piano, complemented by occasional choir offerings and diverse musical expressions in weekly calls to worship. We believe strongly in the power of prayer. Beyond Sunday services, we are deeply engaged in serving our local community, with food-centered ministries playing a central role in our outreach and fellowship. Whether through shared meals, food drives, or partnerships with local organizations, we seek to embody Christ's love in tangible ways within our neighborhood.

Who We're Looking For:

The ideal minister is a compassionate and caring leader who embodies both grace and wisdom in service to others. They are an effective preacher whose sermons are Biblically-based to inspire spiritual growth, deepening the congregation's connection to God and strengthening the Body of Christ. We believe that music is an essential part of worship, so it is imperative that they have an appreciation for the power of music within a service to amplify the message and uplift the congregation. Their ministry extends beyond the pulpit - they make regular pastoral visits to those in hospitals, nursing homes, and homes, offering comfort and presence in times of need. This pastor serves as a dependable counselor who listens with empathy and helps guide individuals through challenges while maintaining confidentiality and trust.

Equally committed to nurturing all members of the church, the ideal person engages effectively with children, youth, and adults alike, building a strong sense of fellowship within the congregation. They are welcoming and accepting of people with a wide range of perspectives, fostering unity within diversity. As a visible presence in the wider community, they model active faith and outreach, working regularly to welcome new members and to encourage the church's involvement in missions. Through dedicated leadership, warmth, and inclusiveness, this minister helps the congregation grow in faith, service, and love.

Pastoral Responsibilities:

- **Spiritual Leadership and Vision** – Serve as the spiritual leader of the church, helping to discern, shape, and communicate the God-given vision and mission of the congregation.
- **Worship Leadership** – Plan and lead weekly worship services, administer ordinances (communion and believers' baptism), and officiate weddings and funerals.
- **Preaching and Teaching** – Proclaim the Gospel through preaching, Bible study, membership classes, and teaching that fosters spiritual growth and discipleship.
- **Pastoral Care** – Provide pastoral counseling, including Biblical marriage counseling; visit and minister to the sick, shut-in, and those in need.
- **Servant Leadership and Mentoring** – Model Christ-like servant leadership by mentoring and equipping members to use their spiritual gifts in their faith and ministry.
- **Team and Administrative Leadership** – Oversee church operations, staff, and volunteers; serve as a church officer on the Leadership Board.
- **Community and Denominational Engagement** – Participate in local, regional, and national Baptist programs, foster relationships with other churches, and support denominational mission efforts.
- **Communication and Presence** – Maintain regular office hours, engage with the congregation and youth, and communicate effectively with church members, staff & volunteers, and community partners.

Personal Responsibilities:

- Appropriate time for personal reading, research, and prayer.
- Plan for continuing education annually.
- Take adequate vacation each year for renewal.

Qualifications:

- Conversant with Baptist polity.
- Master's degree from a recognized seminary.
- Five or more years of experience in pastoral ministry in a role that involved preaching and supervision of staff.
- Fluent in basic computer skills (email, Microsoft Office, social media)
- Willing to participate in educational and enrichment opportunities.