



Senior Pastor Job Description Summer 2026

First Baptist Church of Springfield, Virginia

About our church

First Baptist Church of Springfield (FBCS) is a multigenerational and multicultural Southern Baptist church in the heart of Northern Virginia, seeking God's next shepherd to lead us into the next season of ministry. For more than sixty years, God has used FBCS to proclaim the gospel, make disciples, and serve both our local community and the nations. We are a congregation committed to the authority of Scripture, the centrality of the gospel, and the mission of making disciples of Jesus Christ. Our church family is known for its welcoming spirit, strong sense of community, and desire to faithfully follow Christ while reaching an increasingly diverse region with the hope of the gospel.

Why FBCS? Why Now?

FBCS believes God has positioned our church for a significant new season of ministry. Located in the diverse and rapidly changing Northern Virginia region, we have the opportunity to share Christ with people from across the nation and around the world right in our own community.

As we invest in additional ministry staff, look to strengthen our leadership structure, deepen discipleship, and pursue greater engagement with our community, we are seeking a Senior Pastor who is excited to help us discern and pursue God's vision for the years ahead. We are prayerfully seeking a Senior Pastor who will shepherd the congregation with humility and wisdom by joyfully preaching and teaching God's Word, equipping believers for ministry, and providing biblical leadership as we continue to grow in faith and impact our community. We are seeking someone who can lead with conviction and grace and foster unity around Biblical instruction and practice.

We are grateful for more than sixty years of faithful ministry, but we believe our best ministry is not simply behind us. We are looking for a pastor who will honor that legacy while helping equip and mobilize our congregation for what God has next. If your heart is to lead a church that values biblical truth, meaningful relationships, missions, and discipleship, we invite you to prayerfully consider whether God may be calling you to serve as the Senior Pastor of First Baptist Church of Springfield.



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Biblical Qualifications

- 1 Timothy 3:1-7
- Titus 1:5:-9
- 1 Peter 5:1-4

Theological Beliefs

- FBCS relies solely on the inerrant and infallible Word of God, which leads us to be doctrinally conservative, supporters of life, and most importantly, committed to spreading the Gospel of our Lord and Savior Jesus Christ.
- Alignment with the Baptist Faith and Message 2000 is necessary.

Primary Responsibilities

- Preaching and teaching
 - Theologically faithful to the Bible/Expositional preaching
 - Sermon preparation
 - Pulpit ministry - primary preacher who oversees Sunday morning worship service
 - Oversee other teaching opportunities (including Sunday evening activities, special events)
- Shepherding the congregation
 - Build meaningful relationships across all ages
 - Be present and engaged in church life
 - Model relational leadership
 - Provide leadership in church membership and discipline
- Pastoral care and spiritual development
 - Equip and encourage members to grow in their walk with Christ through discipleship, teaching, and mentoring
 - Support and strengthen Sunday school, small groups, and midweek ministries
- Leadership and administration
 - Lead church staff
 - Provide spiritual leadership to deacons, volunteers, and ministry teams
 - Provide oversight to ensure healthy church operations
- Evangelism and Community Engagement
 - Encourage a culture of evangelism, community engagement, and missions
 - Lead the church in developing relationships with the lost and unchurched
 - Support and participate in mission and outreach events



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The Congregation Strongly Values A Pastor Who Is:

- A person of integrity and Christian character
- Bible-centered and doctrinally sound
- Able to connect Godly vision to ministry strategy
- Passionate about discipling and mentoring
- Able to lead through transitional seasons
- Relationally warm, kind, and approachable
- Humble and servant-hearted
- Effective communicator

Experience / Education

- Priority placed on calling and character
- Demonstrated experience in pastoral ministry, preaching, and church leadership
- Preferred qualifications:
 - Seminary degree (MDiv or equivalent preferred)
 - Multi-cultural ministry experience

Benefits

- Life and dental insurance full coverage
- Health insurance cost-share
- Retirement contribution
- Housing salary designation option
- Opportunity for merit-based salary increases

How to Apply

- Send an email to search@fbcspringfield.org
- Please provide:
 - Cover letter
 - Resume
 - Three or more references
 - Link where we can see videos of your recent sermons, if available.