



MOUNT ZION BAPTIST CHURCH



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Senior Pastor Position Description for Mount Zion Baptist Church September 7, 2025

About Mount Zion Baptist Church

Mount Zion Baptist Church, founded in 1890 is a historic inner-city African American congregation with deep roots in the Seattle community. We are a small but vibrant body, committed to Bible-based preaching, communal worship, spiritual growth, and compassionate outreach. Our values include worship that is culturally rich, leadership that is inclusive, and ministries that are collaborative and marked by integrity and love. For more than a century, Mount Zion has carried forward a legacy of gospel proclamation, social justice, and service to our city.

Our mission

Mount Zion Baptist Church exists to:

Proclaim the Gospel of Jesus Christ

Develop mature Christian disciples.

Empower the hurting for victorious living!

Seek God's justice in the world.

Scripture References:

Mark 16:15 and Matthew 28:19-20, 25:34-40

Our Vision

Mount Zion is called to be a Christ-Centered Church that addresses the needs of the total person through:

Liberating worship

Life-transforming Christian Education

Progressive and timely ministries

Effective social activism

Position: Senior Pastor

Reports To

Church Members in Regular Congregational Meetings

Position Summary

The Senior Pastor is called to provide spiritual leadership, biblical teaching, and pastoral care that fosters worship, discipleship, community engagement, and mission. The Senior Pastor will cast vision, equip lay leaders, and guide the church in fulfilling its mandate to worship God, minister to members, and serve the community.

Key Responsibilities

- ✓ Preaching & Teaching
- ✓ Proclaim and teach the Word of God with clarity, relevance, and doctrinal soundness.
- ✓ Prepare and deliver weekly and special occasion sermons based on biblical teachings.

- ✓ Lead Bible studies, discipleship groups, and practical teaching (marriage, parenting, finances, etc.).

Vision & Leadership

- ✓ Work with church leadership to develop and implement a clear strategic plan aligned with the church's mission and values.
- ✓ Equip and empower lay leaders, deacons, ministry directors, and volunteers for effective ministry.
- ✓ Foster a welcoming, inclusive culture that honors the Church's African American heritage and urban context.

Pastoral Care & Counseling

- ✓ Provide compassionate pastoral care, visitation, and support to members and families.
- ✓ Offer spiritual guidance, crisis support, and referrals as needed.
- ✓ Maintain confidentiality and professional boundaries.

Worship Leadership

- ✓ Lead or supervise weekly worship services, incorporating traditional and culturally resonant worship elements.
- ✓ Oversee music ministry in partnership with the musician director and/or worship leader; encourage congregational participation.

Church Administration

- ✓ Participate in administrative duties including budgeting, financial stewardship, and governance in accordance with bylaws.
- ✓ Oversee or supervise church staff and volunteers, ensuring clarity of roles and accountability.
- ✓ Represent the church in the community, ecumenical partnerships, and mission networks.

Community Outreach & Mission

- ✓ Develop outreach initiatives that meet tangible community needs (education, housing, health, youth programs, etc.).
- ✓ Partner with local ministries, schools, and organizations to serve community in need.
- ✓ Promote social justice and restorative justice efforts consistent with biblical principles and church values.

Discipleship & Education

- ✓ Encourage personal spiritual growth and lifelong learning among members.
- ✓ Encourage participation in Sunday School, Weekly Bible Study, Discipleship spiritual journey offerings.
- ✓ Support youth, young adult, and family ministries; promote mentorship opportunities.

Administration & Compliance

- ✓ Ensure compliance with church bylaws, governing documents, and applicable laws (including nonprofit governance and safeguarding).
- ✓ Maintain transparent communication with the congregation through newsletters, sermons, and meetings.
- ✓ Oversee volunteer safety and safeguarding policies as appropriate.
- ✓ Qualifications

Spiritual & Theological

- ✓ A dynamic, biblically grounded, gospel-centered faith.
- ✓ A clear sense of calling to pastoral ministry and a strong commitment to the church's mission and cultural context.

- ✓ Demonstrated ability to teach and preach effectively to a diverse inner-city, multi-generational and diverse ethnic congregation.

Experience

- ✓ Note for discussion: Minimum of 5 years of pastoral or ministry leadership experience preferred.
- ✓ Experience in urban ministry, church revitalization, or ministry to underserved communities is a plus.
- ✓ Track record of healthy governance, budgeting, and staff/volunteer leadership.

Education

- ✓ Master of Divinity (M.Div.) or equivalent theological training preferred.
- ✓ Master of Theology (Th.M.) or equivalent theological training preferred.
- ✓ Seminary training aligned with Baptist theology is desirable (e.g., accredited Baptist seminary).

Skills

- ✓ Effective communication, preaching, and relational skills.
- ✓ Leadership, administration, and organizational abilities.
- ✓ Crisis discernment, pastoral care, and conflict resolution.
- ✓ Note: Cultural competence, humility, and commitment to diversity and inclusion.

Personal Attributes

- ✓ Integrity, humility, compassion, and a pastor's heart for shepherding.
- ✓ Ability to work collaboratively with lay leadership and within a faith-based community.
- ✓ Resilience, adaptability, and a hopeful, visionary mindset.

Compensation & Benefits

- ✓ Competitive salary commensurate with experience and church budget.
- ✓ Housing allowance
- ✓ Health, dental, and retirement benefits as approved by congregation.
- ✓ Sabbatical and continuing education opportunities (as budget permits).
- ✓ Vacation and renewed time for rest and renewal.

Note: Benefits and compensation are subject to church bylaws and budgetary approval.

Working Conditions

- ✓ This position requires weekend worship leadership and occasional evening meetings/events.
- ✓ The Pastor will engage with a diverse urban community and may involve outreach in weather and transportation conditions typical of the city.

Application Process (Deadline for submission: October 15, 2025)

- ✓ Submit a cover letter expressing your sense of calling and fit for Mount Zion Baptist Church.
- ✓ Include a current résumé outlining education, ministry experience, and references.
- ✓ Provide a statement of faith (2–4 pages, double spaced) and a brief theology of ministry.
- ✓ Include three professional references (pastoral, supervisory, and lay leader references).

Note: Please send applications to:

Email: PastoralSearchCommittee@mountzionseattle.org

Or to:

PO Box 18672

Seattle, WA 98118

Equal Opportunity & Diversity

Mount Zion Baptist Church is an equal opportunity employer. We celebrate and seek a diverse staff and leadership that reflects the community we serve. All qualified applicants will receive consideration without regard to race, color, religion, sex, national origin, disability, or age.

One God...One People...One Purpose