

Friendship Baptist Church
Lansing, Michigan
Full-Time Pastor Position Description

Ministry Summary:

Friendship Baptist Church in Lansing, Michigan seeks an experienced Pastor to serve as spiritual leader, preacher, and teacher of its current 79-member congregation. Ideal candidates will view this opportunity with aspirations for significantly growing the current congregation into a diverse body of Christians committed to ministries that serve God, Jesus Christ, each other, and the greater Lansing community.

Candidates must illustrate a commitment to embodying the Church's vision – *A Church of love who helps people know Jesus* and its mission – *To grow in Christ and in service to the community!*

Friendship Baptist Church was founded in 1934 and has a rich history as an African American church that has been served by eight seated pastors. Friendship is a member-led church where the Pastor works in strong partnership with the Deacon Board and the Trustee Board to achieve the spiritual and financial goals of the church.

Ministerial Duties of the Pastor of Friendship Baptist Church as defined by God and the Church Constitution and Bylaws:

- The Pastor is the spiritual leader of the Church and responsible for all worship services and ministries.
- The Pastor shall preach and teach the Gospel to win souls to Christ and to edify the Saints.
- The Pastor shall administer the Christian ordinances (Baptism and Communion) and other rituals and ceremonies such as weddings, funeral/memorial services, infant dedications, etc.
- The Pastor shall oversee the membership and their spiritual welfare.
- The Pastor shall seek the advice, cooperation, and assistance from the Deacon Board in matters pertaining to the spiritual programs of the Church.

Administrative Duties of the Pastor:

An employee in this position may be called upon to do any or all the following essential functions. These examples do not include all of the duties, which a pastor may be expected to perform. To perform this job successfully, an individual must be able to perform each essential function satisfactorily.

- The Pastor works with the church's Deacon and Trustee Boards to develop the church's annual operating plan and budget that encompasses actualizing the Church's vision, mission and values.
- The Pastor will become familiar with and abide by the Church's Constitution and Bylaws and church polity.
- The Pastor inspires the work of the church's auxiliaries, boards, committees and councils through vision, guidance and support for their ministry and service.
- The Pastor shall prioritize growth in youth and young family membership and engagement.
- The Pastor works with the Board of Christian Education to develop and oversee the teaching ministries of the Church to facilitate member knowledge of the Bible.

- The Pastor holds office hours at the Church weekly to conduct pastoral duties and ministers to sick and shut-in members.
- The Pastor shall facilitate relationship building among other churches and community organizations in ways that help build and grow the kingdom of Christ and expands support for communities in need.
- The Pastor serves as the ex-officio, non-voting member of all departments, boards, committees, and auxiliaries and is kept informed of all pertinent financial and property matters.
- The Pastor supervises the associate ministers and church secretary and consults with the director of music and audio technician as necessary.
- The Pastorate is a contracted position.
- The Pastor will participate in a two-year evaluation process prior to contract renewal.
- The Pastor must abide by all federal, state, county, and city laws, rules, regulations, and policies.

Physical Demands and Work Environment:

The physical demands and work environment characteristics described here are representative of those that an individual encounters while performing the essential functions of the Pastor position. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

While performing the functions of this position, the Pastor will spend time in an indoor office environment with moderate office equipment noise level and will be exposed to prolonged periods of sitting at a desk and working on a computer. The Pastor spends time standing while performing the tasks of preaching and teaching for at minimum three hours each week. The act of baptism may require physical exertion and dexterity. The Pastor will be required to work on weekends and holidays and may be required to work evenings and participate in after-hours phone calls for assistance. The work environment involves low risks requiring minimal safety and other precautions.

Required Qualifications:

- A belief in God, Jesus Christ, the Holy Spirit, the Bible, and adherence to the Baptist Articles of Faith, which includes baptismal by immersion and partaking of the Lord’s Supper.
- A bachelor’s degree from an accredited college or university.
- Proof of ordination and licensing.
- More than 3 years of ministry leadership experience, e.g. youth minister, associate minister, etc. with evidence of growing a ministry.

Desired Qualifications:

- Master of Divinity degree from an accredited university.
- Possess excellent personal character, ministerial education, ministerial experience, leadership and administrative skills, teaching ability, preaching ability, and belief in this Church's faith and principles.
- Proficiency with using current social media and technology tools and a vision for how to use these tools to enhance the ministries of the Church.
- A vision for enhancing the musical aspects of the worship and ministry experience.

Required Application Materials:

- Fillable Friendship Baptist Church Employment Application.
- Resume and/or Ministry Vitae.
- A cover letter (two-page maximum) that summarizes experience, guiding ministerial philosophy and plan for actualizing the Friendship Baptist Church Vision and Mission.
- Submit a copy of your ordination certificate, license to preach, and conferred college degree(s).
- Submit three letters of recommendation.
- Attach media files or provide links to any current samples of preaching and teaching experience.

Compensation:

Negotiable based on experience starting at \$65,000 salary and benefits combined.

The deadline for submission is **Friday, May 31, 2024**. Although email submission is preferred, applications can also be submitted by U.S. Mail, postmarked no later than **May 31, 2024**, as follows:

Email: fbcpastorsearch2024@gmail.com

U.S. Mail: Friendship Baptist Church
ATTN: FBC Pastoral Search Committee (Confidential)
2912 Pleasant Grove Road
Lansing, Michigan 48910