



PASTOR SEARCH ANNOUNCEMENT

Founded on February 27, 1939, Pilgrim Missionary Baptist Church, located in the near northwest area of Indianapolis, Indiana, is celebrating its 83rd church anniversary. Pilgrim has adopted the five principles of Kingdom Culture—unity, excellence, integrity, support, and giving—which guides the work of the church. Pilgrim is a member of the Union District Missionary Baptist Association, General Missionary Baptist State Convention of Indiana, and National Baptist Convention USA and its members are actively involved at the district, state and national level. For more information about Pilgrim, please visit www.pilgrimmbc.org.

After 16 years of providing spiritual and administrative leadership as Pastor, Rev. Dr. LeRoy Wadlington has announced his retirement, effective February 28, 2022. The members of Pilgrim are grateful for his years of service.

Pilgrim Missionary Baptist Church is prayerfully seeking its fourth full-time pastor, called by God, ordained, and dedicated to the ministry of Jesus Christ. Qualified candidates must possess the biblical and spiritual qualities as outlined in 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:2-3.

Essential Duties and Responsibilities

- Provides spiritual and administrative leadership aligned with the Church's divine mission
- Supervises church staff members
- Provides counsel and training to ministers, auxiliary/ministry heads, and staff
- Works collaboratively with ministry chairpersons, deacons, and others to carry out the work and purpose of the church
- Develops members in areas of faith, commitment and discipleship
- Ensures church operations and systems follow best practices, laws and policies
- Leads congregation in managing and overseeing effective programs and ministries to fulfill the Great Commission with vision and purpose
- Leads and demonstrates effective ways to witness to the saved and unsaved
- Visits and ministers to members in personal residences, nursing homes, hospitals and other facilities
- Conducts counseling, baptisms, wedding ceremonies, and funeral services
- Communicates regularly with congregation using a variety of modes of communication
- Leads and/or facilitates weekly Bible Study
- Adheres to church bylaws, policies and procedures

Minimum Qualifications and Competencies

Education

- A Master's degree in divinity, theology or a related field from an accredited school or university is preferred but not required
- A Bachelor's degree from an accredited school (seminary) or university is *required*
- In lieu of Bachelor's degree, ten (10) or more years experience as a pastor may suffice

Ministry

- Be a licensed and ordained minister
- Must have a minimum of five years of leadership experience in ministry (including but not limited to pastor, youth pastor, Sunday School superintendent, auxiliary/ministry leader)
- Must have a sound knowledge of Baptist doctrine and the Articles of Faith
- Experience in reaching, teaching, and leading youth and young adults and engage them in the work of the church
- Must be able to demonstrate hospitality and promote nurturing of all congregants
- Actively support all church ministries

Competencies

- Possess excellent communication skills (written and oral)
 - Strong leadership skills and ability to articulate a vision for the church
 - Demonstrated effectiveness in teaching
 - Demonstrated counseling and pastoral care capability
 - Demonstrated commitment to life-long learning
 - Ability to relate well to people of all ages and diverse backgrounds in a multigenerational church
 - Exhibits empathy and leads members in fostering a caring spirit for persons in the church and the community
 - Strong interpersonal skills, active listener, encourages open communication and builds trust with others
 - Ability to manage crisis and conflict in an effective manner
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How to Apply:

All applicants must submit the following required documents (in the order listed):

- 1) Cover letter that communicates why God is calling you to Pilgrim Missionary Baptist Church and how your experiences and skills have prepared you for the call
- 2) Resume or curriculum vitae including any relevant certifications
- 3) Video link or recording of a recent sermon
- 4) Name, title and contact information for five references (e.g., clergy, personal and professional)

Please note that finalists must complete a full background check, including criminal history and credit.

Please email the required documents as a single PDF to the following email address:

PilgrimPastorSearch@gmail.com

and mail one (1) copy to:

Transition Committee
Pilgrim Missionary Baptist Church
Post Office Box 88063
Indianapolis, IN 46208

All applications must be received by May 31, 2022, for best consideration.

Nominations or questions may be emailed to PilgrimPastorSearch@gmail.com.