



First Baptist Church of Norfolk, Inc.

Senior Pastor

Job Advertisement

418 East Bute Street
Norfolk, Virginia 23510

First Baptist Church seeks a Senior Pastor

First Baptist Church of Norfolk, Inc. located in the heart of downtown Norfolk, Virginia is seeking a Senior Pastor. This individual must be a person of prayer and the Word who passionately loves and seeks God; and is called to serve the Lord, alongside the Ministers, and Diaconate. The Senior Pastor serves as the CEO and President of the Council of Elders (Trustees).

History:

Near the end of the 18th century, the forefathers of the Historic First Baptist Church grew weary of crossing the Elizabeth River to worship with the Portsmouth and Norfolk Baptist Church in Portsmouth. They petitioned the Virginia Portsmouth Association for permission to hold worship services on the north side of the river; thus, the First Baptist Church was organized in 1800 by Elders David Briggs and Thomas Everidge.

The town (City) of Norfolk was founded in 1682 but did not receive its charter until 1845. Therefore, it is safe to say that First Baptist Church is 45 years older than the City of Norfolk and 24 years younger than the Declaration of Independence.

On April 1, 1830, Rev. James Mitchell (the 5th pastor) along with 15 members (both black and white) purchased the lot on Bute Street for \$250. The current sanctuary was completed in May 1906 for \$60,000.

The church, through continuous operation since 1800, was re-constituted by Rev. T. Hume, Sr. and Reuben Jones (ministers in the Portsmouth Baptist Church Association) as "The Bute Street (Colored) Baptist Church".

In September of 1958 when the Commonwealth of Virginia chose to close the doors of the white junior and high schools in the City of Norfolk to prevent the admission of 17 black students, First Baptist Church stepped up. Under the tutelage of Rev. E. Paul Sims and the officers of the church, First Baptist Church provided the church facilities and converted the Sunday School rooms into classrooms so that the "Norfolk 17" could be taught until schools opened on February 2, 1959.

First Baptist Church has been at the forefront of development in the City of Norfolk. The church has grown over the years establishing several ministries and businesses. A sample list of ministries include: Shower Ministry, Soup Kitchen, Clothes Closet, and Tutorial Ministry. Current businesses are: READY Academy Christian School, Renew Counseling, and Taste 'N See at the Murray Center.

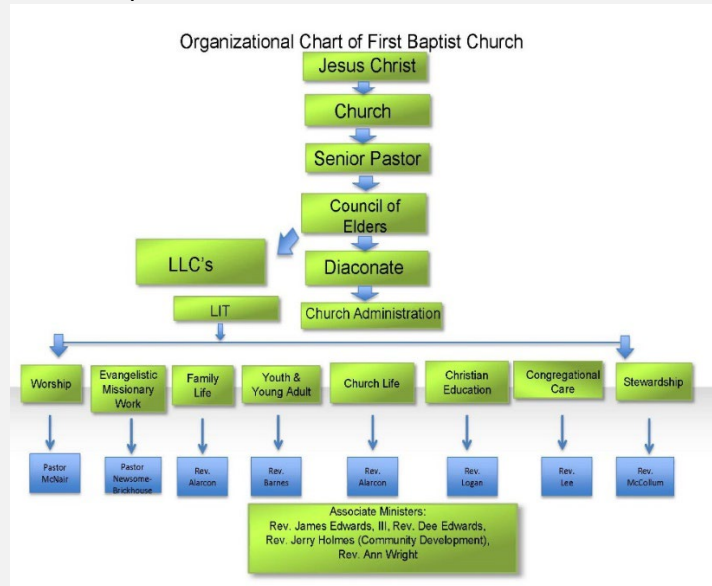


The state of First Baptist Church:

As an urban church located in the heart of Downtown Norfolk, we are a resource to the community, City, and the surrounding Hampton Roads area.



Below is the organizational chart of how we are structured under our incorporated status:



We serve a diverse, multi-generational congregation. This presents the unique challenge of being able to maintain the Baptist traditions but needing a more contemporary worship style to attract younger congregants.

About the Position:

The Senior Pastor is the chief officer of the church and has the responsibility of guiding and directing the business and affairs of the Church. The Senior Pastor will take an active role in winning the lost, building the Church and equipping the saints for the advancement of God's Kingdom, locally and throughout the world.

Spiritual Leadership

As directed in 2 Timothy 4:1-5, the Senior Pastor is responsible for:

- Providing biblical vision and direction for the church.
- Defining and communicating the Church's purpose and vision.
- Overseeing and coordinating the day-to-day ministry of the church.
- Leading the Council of Elders who address the business and financial needs of church operations which include church administration, properties, and businesses.
- Leading the Associate Pastors/Ministers and Diaconate members in support and serving the spiritual needs of the congregation.
- Establishing and maintaining moral and ethical accountability to the Congregation, Diaconate, Elders, and to the Church as a whole.

Administrative Leadership

- Leading the Council of Elders and staff who will help oversee the business affairs of the church.
- Overseeing the coordination and the day-to-day administration of the church.
- Staffing the church as necessary based upon the financial input of the Council of Elders to help administer the affairs of the church.
- Determining the times, order, and leadership of services.
- Overseeing of all matters managed by the Council of Elders and staff.





Qualifications, Education & Experience:

All candidates shall possess a master's degree from an accredited school of theology or seminary. The ideal candidates shall possess a doctorate degree in ministry, theology, or related field from an accredited school of theology or seminary. The ideal candidates will also possess five or more years of pastoral experience as a lead or senior pastor. Qualified candidates must be licensed and ordained in the Baptist tradition.

Personal Traits and Desired Characteristics:

- Exceptional and sincere spiritual leader;
- Exceptional interpersonal, communication, and listening skills;
- Dynamic biblical preacher and teacher;
- Advocate of the community and social issues;
- Exceptionally personable;
- A role model, leader, mentor, and visionary that can connect with the multi-generational congregation and community.

How to Apply:

Interested applicants should submit all of the following information by May 4, 2022 to administration@firstbaptistnorfolk.org. Only applications received by email will be considered.

- Resume or curriculum vitae
- Letter of Interest
- A Statement of Faith (no more than 2 pages)
- Official transcripts
- Copy of license and ordination papers
- Statement of Theology (no more than 2 pages)

Final applicants will be notified and may be asked to provide additional information in the selection process. The candidates must then consent to a reference check and criminal history background check. All information received will be treated confidentially. For additional information or questions, please submit your request by email to administration@firstbaptistnorfolk.org. No phone calls please.