

June 1, 2025

Good Day Christian Brothers and Sisters,

I'm writing to announce the current vacancy of the Senior Pastor position at **St. John Baptist Church**, 640 Vance Ave, Memphis, TN. St. John is a small congregation looking to grow her membership under the right Senior Pastor.

The ideal candidate should have a deep commitment to St. John, the Bible and creating a welcoming and learning environment for all to grow in Christ. Someone with experience leading Bible studies, preaching, teaching and providing spiritual guidance.

The successful candidate should also bring interpersonal skills with a sincere desire to serve St. John and the surrounding community. Someone very comfortable with engaging with a variety of people and building relationships that will bring the congregation together and work towards the common goal of advancing God's kingdom.

If you feel you are the perfect candidate please follow the link to <https://www.stjohnbaptistvance.com> for the complete job description, church profile, as well as instructions and the email address to apply for this vacancy.

Thanks for your time and consideration.

Yours in Christ,



George Tubbs  
Deacon Board, Chair  
Search Committee, Chair

## **SENIOR PASTOR – Memphis, TN**

### **Job Description:**

#### **St. John Baptist Church**

640 Vance Avenue

Memphis, TN 38126

<https://www.stjohnbaptistvance.com/>

### **THE BIG PICTURE**

St. John Baptist Church – Vance Avenue is seeking God’s servant leader, whether man or woman whom God will lead to shepherd his flock. A dedicated, passionate, and experienced Senior Pastor to cultivate and lead our congregation in spiritual growth and service. The ideal candidate should have a deep commitment to St. John, the Bible and creating a welcoming and learning environment for all to grow in Christ. Someone with experience leading Bible studies, preaching, teaching and providing spiritual guidance as well as possess strong leadership skills, excellent communication abilities, community minded, and a visionary in growth, and a deep commitment to the ministry.

### **General Description of Responsibilities**

The Senior Pastor shall have charge of the welfare and oversight of the Church. He is responsible for leading the Church in functioning as a New Testament Church. He is the leader of the congregation, the Church’s organizations and the Church staff. He is the leader of worship, proclamation, education and pastoral ministry.

### **Pastoral Requirements and Responsibilities (in no particular order):**

- Possess the following qualifications according to scriptures found in the New Testament: *1 Peter 5:2-3; Titus 1:6-9; 1 Timothy 3:2-7*
- Maintain a regular program of study to enable him or herself to plan and conduct meaningful worship services.
- Provide administrative leadership for the total church program.
  - Plan, prepare and conduct the worship services with sound biblical doctrine.
  - Conduct the observances of ordinances (Baptism and the Lord’s Supper).
  - Lead the Church’s programs designed to witness to and assist the local community and designed to meet the needs of the sick and shut-in members.
  - Conduct counseling sessions; perform wedding ceremonies and conduct funerals.
  - Serve as Chairman of the Official Board and direct the Board’s efforts to plan, organize, direct, coordinate, finance and evaluate the various ministries of the Church.
  - Lead the Church in education and pastoral ministry (Bible Study, Nurture for Baptist, Sunday School, Teachers’ Meeting and Prayer Meeting).

- Support the Memphis Sunday School & Education Congress, West Tennessee BM&E Association, Tennessee BM&E Convention, The National Baptist Convention and the World Baptist Alliance.
- Work with Deacons, Church officers, clubs, organizations and the Church staff as they perform their assigned duties.
- Serve as moderator at all Church meetings.
- Define a strategic plan and staff coordination to execute the church's purpose
- Coordinate/lead weekly staff and ministry leader meetings and other activities to clarify and execute goals and objectives.
- Accountable for the spiritual pulse of the congregation.
- Ensure staffing, programs and facilities are effectively aligned to meet strategic goals.
- Lead the church in an effective evangelism program and in an outreach ministry for those in the church and the community.
- Lead an effective program of visiting sick and shut-in members and prospects.
- Conduct premarital, vocational, family bereavement counseling sessions, etc., as needed. Advise other professional help when necessary.
- Lead the church in planning, organizing, directing, coordinating and evaluating all church programs and ministries in conjunction with Deacon and Trustee Boards. Maintain efficient and effective lines of communication between Deacons, Trustees, and Ministry Leaders.
- Represent the church in civic matters.
- Serve as administrator of the paid church staff; supervise the work of the ministry staff, both volunteer and paid ministers and directors. Oversee development of and adherence to church policy and procedures.
- Provide monthly reports to the Official Board (Deacons and Trustees) on ministry accomplishments and activities. An annual performance evaluation and review of the compensation package will be conducted.

**Critical qualifications:**

- Must be licensed, ordained through the Baptist Church and in agreement with the Articles of Faith.
- Education: A minimum attendance to Seminary, a Bachelor Degree in Theology & Biblical Studies or related discipline and/or a Master of Divinity Degree preferred from an accredited institution, but not required and minimum of 3-5 years' prior experience as senior or associate pastor.
- Must possess the following attributes: personal relationship with Jesus Christ, servant leader, integrity, passion, vision, humility, fiscal responsibility, purpose driven, strong communication

skills, encourager, mentoring skills, peaceful, patient, a teacher, gentle, not quick tempered, demonstrated perseverance.

### **Compensation**

To be determined

## **Process**

***Please look over this job description and the church website. Along with your resume please answer these questions:***

Why do you believe that you might be a good fit as the Senior Pastor at St. John - Vance Ave.?

Describe your experiences in ministry and how you may be qualified to serve as the Senior Pastor of St. John - Vance Ave.?

In just a few sentences please give a summary of your theology and how that is in line with the doctrine of St. John - Vance Ave.?

***Please send your resume, the answers to these questions and a link to at least one online sermon to [stjohnvancesearchcommittee@gmail.com](mailto:stjohnvancesearchcommittee@gmail.com).***

***Entries not following the above instructions will automatically be disqualified.***