

Salem Baptist Church Senior Pastor Search

This profile of Salem Baptist Church, Manakin-Sabot, Virginia is provided to you by its pastor call committee. After the retirement of our Senior Pastor of 18 years, we are actively seeking to fill the Senior Pastor position at our church. Your assistance would be appreciated in providing names of men who may fit the pastoral profile below. For any men who are interested, please have them submit a resume to our committee. We would ask that you join with us in prayer that God will provide wisdom and guidance through this process and that the Lord will continue to work through His body at Salem during this search.

Please mail your recommendations or resumes to:

Salem Baptist Church
Attn: Arlen B Penfield
465 Broad Street Road
Manakin Sabot, VA 23103

You may email your recommendations or resumes to: pastorsearch@salembaptistchurch.info

We would appreciate these items by November 30th, 2020.

In Christ,

Arlen B Penfield

Pastor Call Committee Chairman

SENIOR PASTOR PROFILE

Salem Baptist Church seeks a godly man as described in 1 Timothy 3:2-7 with these additional qualifications:

Preaching/Teaching

- Use of the Bible as the foundation of all preaching and teaching
- Emphasis on textual and expository preaching
- Ability to teach small group studies and Sunday School

Shepherding/Nurturing

- Confidently and effectively shepherd Salem as God directs
- Disciple individuals to become more like Jesus Christ
- Exhibit servant leadership
- Be proficient at sharing the clear gospel message and equipping the body to reach the community for Christ
- Emphasize prayer
- Love and sincerely care for people

Leadership/Administration

- Be committed and faithful to the Great Commission and be able to communicate that to others
- Lead by example
- Have administrative skills and be able to delegate responsibility
- Be able to lead a church staff

Other Qualities/Experience

- Mission minded
- Be optimistic, approachable, friendly, and genuine
- Comfortable with youth ministry
- Have a minimum of 6-10 years of pastoral experience
- Have earned a minimum of master's degree or higher from seminary

CHURCH PROFILE

- 140-year-old theologically conservative church
- Affiliates and cooperates with the Southern Baptist Conservatives of Virginia and the Southern Baptist Convention
- Built and moved to a new larger facility in 2018
- Congregational rule
- Mission minded (foreign and domestic)
- Blended worship style
- Balance between singles, young families, and older saints
- Focused on discipling the body of Christ and equipping them to reach the community for Christ

- Average attendance of 175 for Sunday worship and 125 for Sunday school (pre-COVID)
- 2020 Budget of \$503,021
- Ministries include:
 - Small Group/Sunday School ministry
 - Children’s ministry (AWANA, Vacation Bible School, choir, children’s church)
 - Music ministry (praise team, choir, special music)
 - Youth ministry
 - Men’s ministry (men’s accountability, retreats, dinners)
 - Women’s ministry (bible study, ladies tea, retreats)
 - Senior’s ministry (bible study, breakfast)
 - Bethlehem Walk/Resurrection Road (dramatic re-creations of biblical events as outreach to the community presented in our own “Bethlehem” with attendance of about 10,000 a year)
 - Foreign missions
 - Addiction ministry (Celebrate Recovery)
- Other ministries also use our facility:
 - Home school groups (Classical Conversations)
 - Nest Academy RVA (learning for disabled young adults)
- See statement of faith and more details at www.salembaptistchurch.info

COMMUNITY PROFILE

- Goochland County is a mix of suburban and rural, 22 miles from center of Richmond, VA
- Richmond metropolitan area has a population of approximately 1.2 million
- Median income: \$69,504
- Median home price: \$280,000
- Population trends: growing population, expanding in the direction of the church
- Schools: a rich mix of public, private, and religious schools
- Types of business/industry: government, bio-science, technology, financial services
- Richmond is the home of the Baptist International Mission Board