

GENESEE BAPTIST CHURCH

149 Brooks Avenue
Rochester, N.Y. 14619

Affiliated with The American Baptist Churches of the Rochester/Genesee Region (ABC R/GR)

Senior Pastor Position Announcement

Genesee Baptist Church is pleased to announce the opening of applications for the position of Senior Pastor of Genesee Baptist Church. The Genesee Baptist Church's Pulpit Search Committee is seeking candidates with evidence of a call and vision for a **vibrant and engaged** ministry at Genesee. The Senior Pastor is the spiritual leader and gives direction and supervision to the ministerial staff, ministries and programs of the church.

The Senior Pastor position is structured to accommodate a second career or bivocational pastor. The percent of effort (to be negotiated) will **not** be tied to a fixed number of hours to be worked. The percent of effort will be associated with the areas of responsibility and tasks to be accomplished. The compensation includes a salary, contributions to the ABC USA Ministers and Missionaries Benefits Board programs (retirement, disability, and life insurance) transportation allowance and paid vacation.

BROAD EXPECTATIONS

Preach at least three Sundays per month

Officiate Communion, Baptism, Baby Dedications, Funerals, Weddings

Conduct the major church holidays and celebrations: Christmas, Lent, Maundy Thursday, Easter, Church Anniversary

Attend Cabinet, Deacons, Trustee, and Pastoral Relations meetings

ABC R/GR Permanent Council, Annual Gathering, Minister's Council

Pastoral care, Christian Education, Visitations, community outreach may be coordinated with the Associate Pastor and supporting ministers

QUALIFICATIONS AND EXPERIENCE

To be eligible for consideration a candidate **must**:

1. Have **earned** at least a Master of Divinity Degree from a fully accredited (ATS preferred) school of divinity/theology.
2. Possess significant leadership in a congregational setting, preferably as a lead/senior pastor.
3. Possess an American Baptist Churches USA ordination in good standing (Note: candidates who can meet the eligibility requirements for ABC R/GR ordination recognition may be considered).

4. Have a commitment to abide by the ABC R/GR Ministerial Code of Conduct and Ethics and the Constitution of Genesee Baptist Church.
5. Show an unwavering commitment to the mission and ministries of American Baptist Churches, USA
6. Have a well-articulated commitment to Baptist principles and “freedoms.”
7. Display an unyielding commitment to following Jesus and supporting others in an engaged journey of faith.

ADDITIONAL PREFERRED CHARACTERISTICS

Well-developed administrative skills, with a commitment to lead the church through the tasks associated with the existing building maintenance and safety issues.

Evidence of a stance of openness, sound judgment and emotional stability.

Evidence and history of effective engagement in a diverse congregational setting and have a demonstrated vision for ministry in this setting.

Evidence of and vision for invigorating a congregation.

Evidence of social justice advocacy and impact in the broader community.

PROCESS FOR CONSIDERATION OF CANDIDACY

The **ONLY** pathway for consideration is via the candidacy process described herein. **No** candidates will be considered outside of this process.

All candidates **must** complete and send the application requirements via the GBC Pulpit Committee **email address: GBCPulpitCommittee149@gmail.com**

PHASE I APPLICATION PROCESS

- The candidate credentials noted below should be emailed to the GBC Pulpit Committee email address:
 - A PDF resume/curriculum vitae
 - Prepare and email a one-page PDF statement regarding your sense of call to candidacy and your unique qualifying gifts
- If you have had disciplinary ministerial standing matters or criminal allegations and/or convictions, prepare a supplementary document with the specifics and email with candidate credentials.

The deadline for completing Phase I of the search process is **June 30, 2020**

PLEASE NOTE: Upon receipt of a candidate’s credentials, a **confirming email will be sent**. If a confirming email is NOT received, the candidacy has **not** been established. Please follow-up with the Chair of the Pulpit Committee, Dr. Deborah Stamps at GBCPulpitCommittee149@gmail.com .

All candidate questions or concerns regarding sending credentials to the Pulpit Committee's email address, should be directed to the Chair of the Pulpit Committee, Dr. Deborah Stamps, at GBCPulpitCommittee149@gmail.com . No candidate credentials, calls or Pulpit Committee related matters should be directed to Genesee Baptist Church. The Pulpit Committee will **NOT** provide interim updates on a candidate's review status.

PHASE II APPLICATION PROCESS

- Five to seven candidates will be invited to submit responses to a questionnaire regarding interest in the senior pastorate of Genesee Baptist Church.
- Submit a letter of good ministerial standing from the ABC Executive Minister and/or denominational executive
- Will be asked to post two sermons on YouTube for the Pulpit Committee's review
- Participate in a virtual and/or in person interview with the Pulpit Committee
- A preliminary finalist will be selected

PHASE III APPLICATION PROCESS

- The preliminary finalist will be required to submit the names and contact information of three references including the Executive Minister and/or denominational executive and a seminary professor.
- Sign a release for the Pulpit Committee to contact the references
- Sign a release to have a background check (aliases, sex offender status and criminal background) and to have the Center for Ministry evaluation released to the Executive Minister of the ABC R/GR.
- Barring any adverse discovery, the preliminary finalist will be invited to preach in a neutral pulpit (travel expenses defrayed by GBC)
- Meet before and after sermon with the Pulpit Committee away from GBC

Phase IV APPLICATION PROCESS

- Signed a release to authorize the Pulpit Committee to do a reference check with last employer/appointment
- Signed a release to authorize the Pulpit Committee to do a financial background check (Bankruptcies, Tax liens, Judgments, Accounts in collection)
- The Pulpit Committee will do additional fact finding via visits and other available resources
- Barring any adverse discovery, the Pulpit Committee will vote to recommend the candidate as the finalist.

Phase V APPLICATION PROCESS

Four-day candidate weekend (include family with separate social activities)

Arrive Thursday (if the candidate does not reside in greater Rochester)

Friday

- Meet with the Pulpit Committee

- Appointment with the ABC R/GR Executive Minister
- Tour of city (for non-Rochester residents)

Saturday

- Informal meet and greet with the church leadership
 - Deacons
 - Trustees
 - Cabinet
 - Associate Pastor and Supporting Ministers
 - Youth
- Afternoon Bible study/seminar
- Dinner meet and greet

Sunday

- Introduction to the church, message for youth and preach
- Reception after church

Next Sunday formal vote by church

Revised April 21, 2020