



PASTOR SEARCH ANNOUNCEMENT

Founded on February 27, 1939, Pilgrim Missionary Baptist Church (Pilgrim), located in the near northwest area of Indianapolis, Indiana, is celebrating its 86th church anniversary. 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 of Pilgrim, the late Rev. Dr. LeRoy Wadlington announced his retirement, effective February 28, 2022. On October 8, 2022, Rev. Jeffrey A. Johnson II (Pastor Jay) was elected Pastor. Following two years of congregational growth and transitional leadership, Pastor Jay accepted the call to return to his home church as Lead Pastor to succeed his father. The members of Pilgrim are grateful for his service.

Pilgrim is prayerfully seeking its fifth 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
- Leads congregation in managing and overseeing effective programs and ministries to fulfill the Great Commission with vision and purpose
- Preaches the gospel weekly and leads Bible study consistently
- Supervises and provides training for church staff members and volunteers (e.g., ministers, auxiliary/ministry chairpersons)
- Works collaboratively with ministry chairpersons, deacons, and others to conduct the work of the church
- Ensures church operations follow best practices, laws, and policies
- Leads and demonstrates effective ways to witness to the saved and unsaved
- Visits and ministers to members in residences, hospitals, and other facilities
- Conducts counseling, baptisms, wedding ceremonies, and funeral services
- Communicates regularly with congregation using a variety of modes of communication

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, 10 or more years of experience as a pastor may suffice

Ministry

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

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 people 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 (within the last two years)
- 4) Name, title and contact information for five references (including your current or former pastor and a current or former church member)

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:

PilgrimPastorSearch2025@gmail.com and mail one (1) copy to:

Pastor Search Committee
Pilgrim Missionary Baptist Church
Post Office Box 40121
Indianapolis, IN 46240

All applications must be received by April 30, 2025, for best consideration.

Nominations or questions may be emailed to PilgrimPastorSearch2025@gmail.com.