

FIRST AFRICAN BAPTIST CHURCH PASTORAL SEARCH ANNOUNCEMENT

First African Baptist Church is prayerfully seeking a 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 I Timothy 3:1-7, Titus 1:5-9, and I Peter 5:2-3.

Minimum Qualifications and Competences

Education

- A master's degree in divinity, theology or a related field from an accredited college or university preferred but not required.
- A bachelor's degree from an accredited college or university required.

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 pastoral experience in ministry
- Must have strong biblical preaching and teaching skills
- Must demonstrate ability to collaborate effectively with the congregation across all ages and genders
- Must demonstrate hospitality and promote nurturing of all congregants with compassionate pastoral care

Competencies

- Possess effective communication skills (written and oral)
- Strong leadership skills and ability to articulate a vision for the church
- Possess effective administration skills and able to organize and lead staff
- Demonstrate Christian counseling ability
- Committed to continuing education and development (life-long learning)
- Exhibits empathy and leads members to foster a caring spirit for people in the church and the community
- Strong people skills, active listener, encourages open communication and builds trust with others
- Ability to manage crisis and conflict according to the word of God

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 and prayer meeting consistently
- Supervises and provides training for church staff members and volunteers (e.g., ministers and ministry chairpersons)
- Works collaboratively with deacons, trustees, ministry chairpersons, and others to conduct the work of the church
- Ensure church operations follow best practices, laws, and policies
- Leads and demonstrates effective ways to reach the unsaved
- Visits and ministries to members in residences, hospitals, and other facilities
- Conducts Christian counseling, baptisms, wedding ceremonies, and funeral services
- Communicates regularly with congregation using a variety of modes of communication

Submission Requirements

Candidates must submit the following items to be considered:

- Professional Cover Letter
- Current Resume / Curriculum Vitae
- Ministerial Biography
- Statement of Faith
- Philosophy of Ministry
- Three Sermon Samples (audio/video links allowed and highly preferred)
- One Bible teaching sample is highly recommended

- Five (5) Reference Letters (Pastoral, Personal, Professional, Church Member, Church Officer)

- Ordination & Licensure Documentation
- Education Transcripts (official or unofficial)
- Ministry Portfolio
- Writing Samples
- Vision Summary for a Healthy Church

Submit All Materials To:

Pastoral Search Committee
First African Baptist Church
ATTN: Shana R Rivers
fabcpastorsearch@att.net
Post Office Box 1578
Tuscaloosa AL 35403
Submission Deadline: February 15, 2026

Preferred Method of Submission is digital

Digital Submission Requirements:

PDF format preferred

Label all files clearly (e.g., Lastname_Firstname_Resume)