

Ferguson Memorial Baptist Church

Senior Pastor Profile & Application Instructions

West Dunbar, West Virginia

PASTORAL PROFILE

Our Church

Ferguson Memorial Baptist Church (FMBC) is a historic, Spirit-led congregation located in the heart of West Dunbar, West Virginia. Since 1918, FMBC has stood as a place of worship, fellowship, learning, and community engagement. Our ministries reach children, youth, adults, and seniors, with a strong emphasis on Bible teaching, community outreach, and music.

We are entering a season of pastoral transition after 45 years of remarkable leadership from our retiring Senior Pastor. As we look to the future, FMBC remains committed to preaching and teaching the Word of God, nurturing disciples, strengthening families, and serving our community with compassion and excellence.

PASTORAL QUALIFICATIONS & CHARACTERISTICS

Spiritual & Personal Attributes

The ideal Senior Pastor will be:

- A born-again, baptized believer with a clear call to pastoral ministry
- Deeply rooted in Scripture and committed to sound, Spirit-filled preaching and teaching
- Exhibiting a mature and consistent Christian character
- Faithful in prayer, study, and personal devotion
- Gifted in pastoral care, counseling, and shepherding the church family
- Led by the Holy Spirit with a passion for evangelism, discipleship, and missions
- A visionary leader who can guide the congregation forward while honoring its traditions
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Professional & Ministerial Qualifications

- Licensed and ordained Baptist minister
- A minimum of five years of pastoral leadership experience (senior, associate, or equivalent)
- Seminary degree from an accredited university (MDiv, DMin, or equivalent) strongly preferred; Bachelor's degree required
- Demonstrated experience preaching, teaching, and leading in a congregational setting
- Strong administrative, organizational, and communication skills
- Experience supervising ministry and administrative staff preferred
- Ability to engage with all generations within the church

Technology & Communication Skills

- Demonstrated ability to use technology effectively for ministry, including livestreaming platforms, email communication, social media engagement, digital Bible tools, and virtual meeting platforms
- Comfortable leveraging church management software for membership, giving, and communication
- Able to incorporate multimedia and technology into worship and teaching when appropriate
- Willing to collaborate with the media ministry team to ensure high-quality virtual and in-person worship experiences
- Capable of communicating with younger generations and broader audiences through modern digital channels

PRIMARY RESPONSIBILITIES

Preaching, Teaching & Worship Leadership

- Prepare and deliver biblically sound sermons for Sunday worship services, Prayer Meetings, and Bible Studies.
- Lead communion and ordinances of the church
- Provide spiritual leadership for worship services, special events, and seasonal observances

Pastoral Care

- Provide pastoral counseling, prayer support, and spiritual guidance to members
- Conduct weddings, funerals, baptisms, baby dedications, and hospital/home visits
- Support the spiritual growth of members through discipleship and fellowship

Leadership & Administration

- Provide vision and direction for the overall ministries of the church
- Work collaboratively with the Minister of Administration, Deaconate, Trustees, and other ministry leaders
- Support and oversee staff in a manner that promotes unity, professionalism, and spiritual maturity
- Ensure church ministries align with mission, values, and strategic goals

Community Engagement

- Represent FMBC in the broader Kanawha Valley area and the state of West Virginia.
- Serve on the board of directors of the Kanawha Institute for Social Research & Action, Inc. (KISRA), the faith-motivated initiative of the church.
- Partner with local churches, civic groups, and ministries to expand outreach.
- Maintain a visible presence in community activities and initiatives.

APPLICATION INSTRUCTIONS

Qualified candidates are invited to apply using the steps below.

Application Packet Requirements

Applicants must submit the following items:

1. **Cover Letter**
 - Describe your call to ministry
 - Share why you feel led to apply to FMBC
 - Highlight your pastoral strengths and leadership style
2. **Updated Résumé or Curriculum Vitae**
 - Include education, ministry experience, certifications, and leadership roles
3. **Three (3) Ministry References**
 - At least one pastoral supervisor
 - One ministry colleague
 - One layperson or church leader
 - Include names, emails, phone numbers, and relationship
4. **Sermon Samples**
 - Provide links to two recent sermons (video preferred; audio accepted)
5. **Statement of Faith & Ministry Philosophy**
 - A 1–2 page document describing theological beliefs, preaching philosophy, and approach to pastoral care
6. **Consent to Screening**
 - Candidates selected for the finalist round will be required to complete a background check, drug test, and a credit check

Submission Instructions

All application materials should be submitted electronically to:

Email: fmbcwsearch@gmail.com

Subject Line: *Senior Pastor Application – [Your Full Name]*

You may also mail physical applications to:

Pastoral Search Committee

Ferguson Memorial Baptist Church
124 Marshall Avenue
Dunbar, WV 25064

INTERVIEW & PREACHING INVITATION PROCESS

The Pastoral Search Committee will conduct an initial virtual Zoom interview with selected applicants to learn more about their calling, ministerial experience, and alignment with FMBC's vision and values. Candidates advancing beyond the first interview may be invited for a second, more in-depth conversation with church leadership.

Finalists will then be scheduled for an in-person visit that includes preaching during a Sunday worship service, meeting ministry leaders, and engaging with the congregation. This step allows both the candidate and the FMBC family to discern the potential for a Spirit-led pastoral match prayerfully.

Search Timeline

- Applications accepted until: **September 30, 2026**
- Review period: **February 1 to October 1, 2026**
- Interviews conducted: **February 15 to October 15, 2026**
- Finalist selection & preaching weekend: **To be scheduled**
- Desired start date: **November 1, 2026**