

The Bethel Baptist Church of Orange, NJ was organized in 1917. As we are engaged in celebrating our centennial (100<sup>th</sup>) year as a congregation, we find ourselves prayerfully seeking God's guidance and direction in our search for a new pastor. After 17 years, our former Pastor was called to lead another congregation in another state.

Our congregation of approximately 150 members is located in Orange, NJ (<http://www.ci.orange.nj.us/demographics.html>) in Essex County, NJ. We are a predominantly African American congregation in an urban community context. We are a multigenerational congregation with the traditional boards, ministries that are in most local Baptist Churches.

An ideal pastoral candidate is one who is mature and committed to providing spiritual leadership to this one hundred year old congregation that seeks to relevantly yet biblically serve this present age.

The selected individual should be a licensed minister in a Baptist congregation; ordination is preferred. The individual should have a minimum of five years as a Senior Pastor or an equivalent pastoral staff position in a Baptist Church or for a para-church ministry. Excellence in and a commitment to biblical preaching and teaching as well as a proven record and knowledge of leading a local congregation in spiritual growth that produces physical and financial growth in the life of a local church is a key requirement.

#### Perspective Pastoral Candidate Profile Requirements

Age: 30-59 years of age

Education: Bachelor's degree and Master of Divinity degree (preferred)

Marital Status: Married (preferred)

Pastoral Experience: -A minimum of five years as a Senior Pastor in a Baptist Church or in an equivalent staff position in a Baptist Church or for a para-church ministry

-Licensed preacher in a Baptist Church; ordained minister is preferred

-Active involvement in the local, state, and national work of the Baptist denomination

The Senior Pastor is expected to: work in leading the Joint Board and the congregation into embracing vision for Bethel Baptist Church that leads her into becoming a stronger biblical congregation that provides relevant, practical ministry within the congregation and in the city of Orange and neighboring cities and communities.

#### The Pastor Shall Provide Leadership

- Lead officers, boards, committees and congregation in vision discernment and in long range and short-term planning and execution of the mission of the church.

- Create an environment for healthy relationships within the congregation.
- Establish accountable goals related to spiritual development, financial stability, ministry leadership and growth of multigenerational membership.
- Develop collaborative relationships with other churches, community leaders, and organizations.
- Provide supervisory administration for staff or volunteers for assignments such as central record keeping of minutes, membership records, etc. for all boards, committees and church business meetings as well as reports of church officers.
- Participate in and cooperate with local, regional, and national Baptist associations/conventions. (Shiloh Baptist Association of NJ, United Missionary Baptist Convention, National Baptist Convention, USA, Inc.)
- Cooperate with other local churches in appropriate ecumenical efforts and witness,
- Be involved in other community agencies and programs as appropriate and in keeping with the congregation's vision and mission.

#### The Pastor Shall Equip the Saints for Ministry

- Teach Bible Study, train leaders, and lead in the development of a comprehensive Christian Education program for new members and longtime members.
- Personal and family counseling for church members (including premarital/marital)

#### The Pastor Shall Allow Time for Personal Growth

- Appropriate time for personal reading, research, and meditation balanced with sermon preparation.
- Enact a plan for continuing education (formal or supplemental- workshops, etc.)
- Attend denominational and interdenominational conferences, conventions regularly and encourage other staff persons and members of the congregation to do likewise

The Pastor has total responsibility and ultimate accountability to God to care for the congregation as a family and then for the total ministry of the local church life and the mission to the community.

**Candidates should submit resumes along with a cover letter via email to:  
BBCsearch01@gmail.com**

**All candidates will receive acknowledgement of receipt**

**No phone calls or paper submissions accepted**

**Please submit all interest prior to July 15<sup>th</sup> cutoff.**



## Orange, NJ - Pastor – Bethel Baptist Church

As we prepare to celebrate our centennial year the Bethel Baptist Church in Orange, New Jersey is prayerfully seeking under the guidance of the Holy Spirit a senior Pastor, called by God who will serve as the spiritual leader of the congregation and surrounding community and who has a vision for the future. This historical church located in an urban metropolitan environment is seeking a mature candidate, who has a clear calling to profess the Gospel and provide leadership to the ministry team and the congregation as a family for the total ministry of the local church life and the mission to the community.

The qualified candidate possess some formal collegiate education and seminary training, has experience in the pastoral role (minimum 5 years) has demonstrated excellence in sermon preparation, and expounding on the comprehensiveness of God's word through biblical teaching. Our successful candidate has a commitment and understanding of growing a multi-generational church through innovative programing and ministry. The committee is confident that God has predestined this appointment. Full profile can be downloaded

### **Abbreviated History**

Bethel Baptist Church was established in 1917 by Deacon M. J. Jones and a small group of spiritual followers. The first pastor was Rev. W.B. Neal who served the church until 1937. Originally located on Dodd Street in Orange, New Jersey, the church was given the name BETHEL. After several moves the church settled in its present location 229 Wallace Street Orange, New Jersey. Originally a one floor structure, the church added a second story under the leadership of Rev Hayes G. Thompson, during the mid-1990s the church was renovated to its present edifice under the leadership of Rev. R. Russel White Jr and is now mortgage free.

Bethel Baptist is a church in the midst of transitions experiencing an aging congregation, a changing city and younger progressive members and families; it is eager to accept the challenges of bridging the gap of a multigenerational congregation and providing programmatic initiatives that address the evolving dynamics

Until recently Bethel has been a generational church where many families had connections to the founders but over time the representation of the congregation has become a mixture of the historians and new followers. Like many traditional churches Bethel has experienced a decline in membership but maintains an active membership of 150, with weekly attendance averaging 80. There is a large female presence in its membership with a strong male influence. Mostly a congregation of those of African heritage, it is fortunate to have a mixture of other cultures with varied nationalities all sharing in the Christian experience

The organizational structure currently consists of four (4) *support ministers*, a small Deacon ministry positioned for growth, a Deaconess ministry, a substantial Trustee Board a small

support staff. Additionally, the music ministry consists of four choirs converging to a mass choir supported by an organist/musical director.

### **GOALS:**

**Bethel Baptist Church are people on a journey of faith. Our prayer is that we will find God's will for our future, we are looking for the right Pastor to become our Senior Minister and are anticipating experiencing an exciting journey in developing a Spirit seeking , Spirit filled, Spirit directed communal understanding and commitment.**

### **City Profiles**

**[http://www.ci.orange.nj.us/history\\_of\\_orange.html](http://www.ci.orange.nj.us/history_of_orange.html)**

**or quick facts [http://www.ci.orange.nj.us/fast\\_facts\\_about\\_Orange.html](http://www.ci.orange.nj.us/fast_facts_about_Orange.html)**

**or demographics <http://www.ci.orange.nj.us/demographics.html>**