



Welcome to the **FRIENDSHIP BAPTIST CHURCH** Yorba Linda, California

Pastoral Search Announcement

Friendship Baptist Church (FBC) is a Church where Christ is Magnified through Individually and Collectively Presenting Ourselves to Christ. We are Bible Based, Christ Centered, Accountable, and Saved to Serve.

April 2012

In March 2011, after 48 years of service as Senior Pastor of FBC, Bishop James D. Carrington announced his retirement, effective October 2012. The Principal Leadership Body of FBC formulated the Pastoral Search Team (PST). Effective November 2011, the PST began the search process for a new Senior Pastor. The PST consists of the following members and leaders:

Pastoral Search Team:

Deacon James H. Shelby, Chairman
Deacon Hilton McDaniel, Vice Chairman
Deacon Robert Bentley
Deacon Dan Robinson
Deacon James P. Shirley
Rev. Zairreus Patterson
Mother Prudence Thomas
Deaconess Natanya Blakely
Sis. Linda Harrell
Sis. Sheila Jordan
Bro. Grant Galbreath, Trustee Chairman
Bro. Bill Starks

Pastoral Search Team Alternates:

Rev. Elbert Cunningham
Deacon Allen Smith
Deaconess Rachel Elias
Bro. Brandon D. Shelby
Bro. Victor Weaver
Mother Jackie Smith
Sis. Bridget George

Friendship Baptist Church Profile

Friendship is a unique, family-like, and lively body of believers. Often referred to as "The Ship", we are a diverse congregation who is predominately African-American and open to all races, nationalities and cultures. We are a highly motivated group of believers with a high morale and a great sense of excitement about our future. We emphatically believe our future is bright, secure and "The best is yet to come!" Friendship is a growing, thriving and busy church, with multiple ministries and opportunities for involvement. Members and visitors alike often comment, "There always seems to be a lot happening at Friendship."

History

This church began as a mission church planted in the early 1960s by 13 women. They asked Pastor K.D. Friend (Pastor of Bethel Baptist Church in Watts) to help them establish a church. Pastor Friend introduced Rev. James Donald Carrington to the Friendship Missionary Church in Fullerton on April 22, 1964. Rev. Carrington met with this group weekly which was now composed of 22 men and women. On May 20, 1964 the decision was made to delete "Missionary" from the name establishing Friendship Baptist Church and Rev. James Carrington as its Pastor. Friendship was officially organized on June 24, 1964 by Providence Baptist

Association. Rev. James Carrington said the Church would be named after Rev. K.D. Friend because he was instrumental in helping to establish Friendship Baptist Church. By the early 2000s, the initial congregation of 22 had grown to nearly 5000 members. Our current membership is approximately 2300.

The Church's accomplishments include:

- Through the years Friendship has produced a number of pastors from the ministry.
- We continue to have spirit-filled men's conferences, women's conferences and youth retreats.
- We are active in feeding the homeless as well as fulfilling our missionary calling in a local, national and worldwide effort.
- Purchased additional properties to expand the current site.
- Established and incorporated the Friendship Development Foundation Inc.
- Built the James D. Carrington Learning and Resource Center including offices and additional classrooms.
- Established a resourceful a clothing and food bank.

Our Local Community

According to the 2010 census Yorba Linda has a population of 64,234. Of that number 75.1% are White and 1.3% are Black. The largest ethnic groups are Asian and Hispanic at 15.6% and 14.4% respectively. The number of business firms is 6778, with Blacks owning less than 100.

Church Membership

Our current membership is 2,277. This number can be further broken down as follows:

- Men (18 and up) 785
- Women (18 and up) 1,221
- Young adults (ages 18-35) 644
- Older adults (36 to 55) 759
- Seniors above (56 to 98) 603
- Youth (5 to 17) 274
- Full-time administrative staff 12

The Church's **Leadership Team** is comprised of the Pastor, the Pastor's administrative staff, associate ministers, deacons, trustees, mothers, deaconess, teachers and ministry leaders.

The Leadership Team is formally "responsible for the pastoral care of the members, the oversight and direction of ministry, worship, teaching, membership, fellowship, evangelism, finance, premises, all organizations, matters of policy, and programs".

Our Convention Affiliation

Our Church is affiliated with the Transformation Ministries, National Baptist, and Southern Baptist and accepts its basis of faith.

Key Challenges

We see the greatest need as connecting our Church members with the local community, so that effective evangelism can bring new people to faith. This will involve growth in personal discipleship and in small group activity to encourage evangelism.

Key projects include:

- Building a 10,000 square foot youth activity center
- Building a funeral home

The age profile of the Church is relatively young. In order to plan for the future of the Church, there must be growth among our younger members. We want to continue to attract families from surrounding communities.



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Application Instructions:

The application process must be followed **completely to avoid delays** in reviewing your submission.

1. Complete the position application (attach additional sheets if needed).
2. Attach resume or Curriculum VITAE (cannot be substituted for application).
3. Enclose no more than two (2) audio (CD) or visual (DVD) of preaching and/or teaching messages or published materials.
4. Enclose letters of reference (if available).
5. Provide a minimum of three business references.
6. **Items listed above (#1-5) must be mailed to:**

Friendship Baptist Church
C/o Pastoral Search Team
PO Box 305
Placentia, CA 92871
(714) 579-7064 (Message Line Only)
FBCPastoralSearch@gmail.com

7. **No faxed, emailed, or hand delivered applications will be accepted.**
8. **Application Period: April 15th - July 15th 2012**
9. All applications must:
 - a. Print legibly (**typed applications are preferred**).
 - b. Please type and sign your name on the application before mailing.
 - c. Postmarked no later than July 15, 2012.
 - d. *Postmarked after July 15, 2012 will not be accepted.*



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POSITION DESCRIPTION

Position Title: Senior Pastor

Job Classification: Full Time/Exempt

Reports to: God
Principal Leadership Body: Deacon Ministry, Trustee
Ministry and FBC Membership

Scriptures Reference - Among the scriptures for guidance we reference:

"Care for the flock that God has entrusted to you. Watch over it willingly, not grudgingly – not for what you will get out of it, but because you are eager to serve God. Don't lord it over the people assigned to your care, but lead them by your own good example. And when the Great Shepherd appears, you will receive a crown of never – ending glory and honor."
1Peter 5:2-4 NLT

The Pastor's duties shall be consistent with Article III, Section 1 as stated by the Bylaws of the Friendship Baptist Church, as adopted in 1991, which reads as follows; "The Pastor's duties shall consist of the weekly preaching of the gospel, administering the ordinances, watching over the general welfare of his membership, promoting spiritual interest of the Church, the appointment of the Church officers, and organizing and developing its strength for the best possible services, preside at all Business Meetings of the Church. Unless otherwise provided by the Church, he shall be Moderator of the Church and of the Advisory Board of Christian Education and its Auxiliary organizations. The Pastor's duties shall be consistent with the Word of God, and with the Hiscox Annual Baptist Church Directory. His advice shall be respected and given careful consideration under any and all circumstances."

Job Summary:

The Senior Pastor of Friendship Baptist Church (FBC) is responsible to the Church for providing spiritual, pastoral, outreach and administrative leadership of the Church. The person must have a powerful vision that extends beyond material gain to preach the Gospel and teach the Word of God, including the Four Major Tenets of the FBC Mission Statement and By-laws:

- 1. Bible Based:** The foundation for all that we believe and all that we do (Psalm 119:104, 105).
- 2. Christ Centered:** Through the Word of Christ richly dwelling in us we are committed to witnessing, discipleship, loving others and growing in Christ as a result of knowing Him (Colossians 3:16).

3. Accountable: Having been chosen by God we shall strive for:

- Excellence on our Character- Colossians 3:12
- Excellence in our Relationships- Colossians 3:13, 14
- Excellence in our Attitude- Colossians 3:15, 16
- Excellence in our Work- Colossians 3:17
- Excellence in our Families- Colossians 3:18-21

4. Saved to Serve: Realizing that we have received God's salvation, we understand that God desires us to fulfill the great commission and take the message to others and to serve faithfully in Christ's Church (Matthew 28:18-20).

Additionally we expect the applicant to exhibit the following attributes:

Provide Spiritual Leadership

- Preach the Gospel
- Lead in the ordinances of church
- Lead worship services
- Lead members to trust God
- Encourage stewardship and world mission

Provide Pastoral Leadership, Counseling, and Christian Education

- Love one another and your neighbors
- Lead and train church leadership
- Train and develop future leaders
- Counsel membership
- Visit church members

Provide Leadership in Evangelism and Community Outreach

- Train, organize, and lead members to do visitation
- Train, organize, and lead members to evangelize
- Develop and maintain strong relationships within the surrounding community

Provide Administrative Leadership

- Sets the priorities in delegating staff work
- Prioritize and delegate staff work
- Provides God led vision to the staff
- Oversees financial stability of the church

Essential Job Functions:

- Prepare and deliver sermons, lead in the ordinances (Baptism and Communion)
- Proclaim the Gospel of Jesus Christ to believers and non-believers
- Shepherd FBC members
- Represent FBC in community and civic matters
- Manage and direct the work of staff and Associate Ministers
- Perform weddings, baby dedications, and conducts funerals for FBC
- Counsel membership
- Involvement with all auxiliary and discipleship ministries in the church
- Partner with church leaders/committees in the planning and the evaluation of various church ministries
- Provide staff with consistent mentoring, coaching, regularly scheduled performance evaluations and corrective action

Additional Responsibilities:

- Serves as ex-officio member of all church committees
- Attend church Leadership and Business Meetings
- Any and all other duties as agreed by Principal Leadership Body

Skills, Knowledge & Abilities:

- Strong inter-personal skills, understands human nature and cultural diversity
- Strong written and verbal communication skills
- Pastoral care counseling skills
- Time Management skills
- Effective preaching and teaching, incorporating lessons for life application
- Passionate and demonstrated personal relationship with Christ
- Personal knowledge and application of the Word of God including daily devotions and prayer time. Use of the Scriptures must be the first point of reference
- Technology Skills

Minimum Position Qualifications:

- Education: Bachelors' degree from an accredited seminary or college
- Experience: Five years of Ministerial staff experience
- Training: Ministerial training in areas of church leadership, church etiquette, customs and practices of the Baptist church
- Licensing: Heed the call by God to preach the Gospel of Jesus Church; must be a Licensed Minister by a Baptist church

Preferred Position Qualifications:

- Education: Bachelors' and Masters, PhD or Doctoral degree in Theological / Divinity Studies (or working towards Masters, PhD or Doctoral degree)
- Experience: Ten years of Ministerial experience demonstrating faith in the areas of church growth and development, administrative efficiency and effective stewardship over the churches finances and staff development
Ten years of demonstrated Ministerial leadership in developing and training; Ministers, Deacons, Teachers, lay leadership and developing future leaders within the church body
Experienced with project management i.e. new building developments, contractor negotiations, profit and loss management, budgets etc.
- Training: Ministerial training in areas of, church leadership, church etiquette, customs and practices of the Baptist church
- Licensing: Heed the call by God to preach the Gospel of Jesus Church; must be a Licensed and Ordained Minister by a Baptist church

For “.PDF” version of the employment application and additional information visit our website: <http://www.thefriendshipchurch.org>