



2023 Theme:

From Generation to Generation, Growing Deeper, Growing Stronger, Reaching Higher

“Remember the days of old, Consider the years of many generations. Ask your father and he will show you; Your elders, and they will tell you, . . .”

Deuteronomy 32:7



First Mount Zion Baptist Church is pleased to share the vacancy announcement, beginning the search for our next Pastor. As we embark on this important journey, we are prayerfully seeking a dynamic, visionary leader to serve as our Under-Shepherd. The ideal candidate will guide us in spiritual growth, community outreach, and ministry leadership.

Please enjoy this special edition of *The Messenger Newsletter*, which provides the details of this announcement. You may also visit <https://firstmountzionbc.org/pastoral-vacancy/> for more information on the application process.

We kindly ask for your prayers and support as the church seeks the leader God has chosen for FMZBC.

-The Pulpit Committee

First Mount Zion



Baptist Church





Pastor Vacancy



SEPTEMBER 2024



First Mount Zion Baptist Church

Join Our Journey Be the Next Pastor of First Mount Zion Baptist Church

About FMZBC

First Mount Zion Baptist Church (FMZBC) is a dynamic and vibrant mega-church located in Dumfries, Virginia, within Prince William County—the second-largest county in the state. Established in 1867, FMZBC serves a congregation of 3,700 members, including those from surrounding counties and states. Our church is committed to profound spiritual guidance, community impact, and the development of all members across generations. We aim to nurture faith, offer hope, and spread love through engaging worship, solid biblical teaching, and active community service.

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<https://firstmountzionbc.org/>



<https://www.linkedin.com/groups/1890924/>



www.facebook.com/fmzbc.dumfries



Position Summary



The Pastor will serve as the under shepherd and both the spiritual and administrative leader of First Mount Zion Baptist Church, guiding congregational and community-oriented activities. This role requires a visionary leader who can effectively communicate Christian doctrine, inspire growth, and manage church operations to support our mission and expansion and care for multi-generational members while focusing on youth engagement, community outreach, and modern communication methods.

Key Responsibilities



Spiritual Leadership

- Prepare and deliver biblically based sermons that are doctrinally sound and relevant to everyday life, resonating particularly with younger generations.
- Design and lead transformative worship services catering to a diverse congregation, emphasizing the integration of technology and modern communication tools.
- Administer sacraments and conduct special services such as dedications, weddings, and funerals.
- Foster spiritual development through structured Bible studies and engaging group discussions for all age groups.



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Key Responsibilities

Pastoral Care

- Provide pastoral counseling and guidance to support the spiritual and emotional well-being of the congregation.
- Be approachable, empathetic, and capable of connecting with people across generations, especially Millennials and Gen Z.
- Engage actively in pastoral care duties to meet the needs of the community and congregation, with a presence that extends beyond the church walls.



Educational and Ministry Leadership



- Encourage active participation in church ministries and educational programs, enhancing spiritual growth and discipleship among adults, youth, and children.
- Develop training programs for leaders and volunteers to empower them in their ministry roles.

Community and Relationship Building

- Build and strengthen community relationships through outreach programs and collaborative efforts with local organizations.
- Lead initiatives that align with community engagement, such as providing meals to those in need and participating in local events.
- Work closely with Deacons, Deaconesses, Trustee Ministries, and other church bodies to ensure cohesive leadership and community service.



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Key Responsibilities



Operational Management

- Oversee all church operations, including staff management, service planning, financial stewardship, and member care.
- Moderate church business meetings and strategize executing the church's vision and growth initiatives.
- Ensure the efficient operation of church activities and maintenance of church facilities.

Personal and Professional Growth

- Commit to continuous personal and spiritual growth to effectively lead the congregation and maintain a high standard of pastoral excellence.
- Embrace the use of technology and new communication methods to enhance the church's outreach and engagement.

Qualifications

Knowledge, Skills, and Abilities

- An ordained minister with a post-secondary degree such as a Master's or Doctor of Ministry, Doctor of Theological Studies, or Doctor of Christian Education from an accredited College/University.
- Extensive pastoral experience, ideally in a large or mega-church setting.
- Robust theological knowledge with a strong foundation in Christian doctrine and ethics.
- Excellent communicator with impactful preaching, teaching, and counseling skills.
- Ability to connect with youth and young adults, understanding their unique needs and integrating them into church activities.
- Ability to implement strategic changes within the church to achieve our mission, particularly in engaging younger generations and utilizing modern communication.
- Proven leadership skills in managing a diverse team and fostering a productive work environment.
- Demonstrated effectiveness in achieving ministry success and church growth.
- Strong capabilities in managing resources and understanding the impact of finances in a church setting.
- Excellent skills in networking and building alliances within and outside the church community.



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Qualifications Cont.



Additional Requirements

- Must be able to pass a police and background check.

Education

- A post-secondary degree such as a Master's or Doctor of Ministry, Theological Studies, or Christian Education from an accredited College/University.
- Ordained and a participating member in good standing with local, state, and national governing ministerial body as necessary.

Experience

- Minimum of 7 years of ministerial experience serving in a pastor role or position.
- Or a minimum of 12 years of ministerial experience serving as an assistant pastor or in a similar role or position.

Compensation

Compensation includes competitive salary package including health benefits, retirement plans, and relocation assistance.





Essential Functions and Physical Demands



The essential functions and physical demands described below are representative of those that must be met by an employee to successfully perform the essential duties of the job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential duties of the job.

- o Sitting as required to work on a computer and attend meetings.
- o Bending, stooping, kneeling, squatting, pulling, simple grasping, pushing.
- o Standing – not continuous.
- o Walking.
- o Climbing stairs.
- o Lifting people, files, and opening cabinet more than 50 lbs.
- o Ability to reach above and below shoulders.
- o Ability to type.
- o Ability to see.
- o Ability to hear.
- o Ability to operate office equipment.

Application Process

- o Interested candidates should submit the following by **October 20, 2024, 11:59 PM**
- o Detailed resume
- o Cover letter
- o Statement of Faith
- o Statements addressing the key responsibilities
- o Link to recent a sermon you preached within the last six months.
- o Three professional references (from clergy, layperson, and a personal character reference)





How to Submit Your Application Package

Applications should be submitted to [Pastor - First Mount Zion Baptist Church \(applicantstack.com\)](mailto:pulpitcommittee@firstmountzionbc.org)
For questions, contact pulpitcommittee@firstmountzionbc.org. For more information about the church and our mission, visit [First Mount Zion Baptist Church](http://www.firstmountzionbc.org).

Additional Information

- First Mount Zion Baptist Church is an equal opportunity employer that does not discriminate based on any attribute outlawed by federal, state or applicable municipal laws. We celebrate diversity and are committed to creating an inclusive environment for all employees and members.
- By submitting your application, you acknowledge that your employment is being considered only on an at-will basis, and you are seeking employment only on that basis.
- By submitting your application, you authorize First Mount Zion Baptist Church to conduct whatever background or reference checks or verification of application information it deems necessary.
- Falsification of any information in the application process will be deemed grounds to reject a candidate, and to discharge the candidate if employed. By submitting your application, you acknowledge that you understand and agree to those terms as a condition of being considered for employment.



VISION: Sharing the Light: From the Promise, to Pentecost, to Points Around the World

MISSION: To Connect People Who Have a Desire to Become Fully Devoted Followers of Jesus Christ

STRATEGY: Worship, Study of the Word, Stewardship and Service

THEME: Generation to Generation: Growing Deeper, Growing Stronger, Reaching Higher

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