



Shipman Baptist Church

“Do All to the Glory of God”



ShipmanBaptistChurchVA



ShipmanBaptistChurch@gmail.com



ShipmanBaptistChurchVA.org

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PASTOR JOB OPPORTUNITY **(full-time or bi-vocational)**

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MISSION OF SHIPMAN BAPTIST CHURCH

Founded in 1918, this church is organized and maintained for the worship of God the Father, and our LORD and Savior Jesus Christ, through the direction of the Holy Spirit, for Christian fellowship, for Bible study and instruction in doctrine, and to encourage the efforts of individual members in personal spiritual growth, evangelism, and missions.

PURPOSE OF THE PASTOR POSITION

The primary purpose of the pastoral role is to shepherd the congregation, lead in worship, preach and teach the Word of God, provide spiritual guidance, and foster a sense of community and service. As the spiritual leader, the Pastor is expected to exemplify Christ-like behavior, inspire others to grow in their faith, and guide the church in fulfilling its mission to serve both God and the local community.

JOB TYPE/COMPENSATION

- Full-time but will consider bi-vocational arrangement for exceptional candidate capable of meeting agreed upon terms and responsibilities of dual employment. On-site work required includes leading weekly Sunday Worship Services, Wednesday evening Bible Studies, and annual Homecoming and Revival Services while preparation for such work may be remote. Participation in pre-planned church programs, events, meetings and associational leadership meetings are expectations of the Pastor position. Occasional home/hospital visitation and community outreach efforts are also required.
- Compensation will be based on chosen candidate's job-related experience, job type (full-time or bi-vocational), as well as final work schedule and goals as established in collaboration with Pastor Search Committee and approved by the Deacon Board. Salary will be a minimal of \$3,000/month if bi-vocational with significant latitude for exceptional candidate desiring a more committed, full-time role.

QUALIFICATIONS FOR THE ROLE

Spiritual and Personal Characteristics

- Must embrace the Southern Baptist Faith and Message.
- Must embrace and abide by the Shipman Baptist mission.
- Must have a personal and growing relationship with Jesus Christ.
- Exhibit a strong moral and ethical character, aligning with biblical principles.
- Possess excellent communication and relational skills to connect with individuals of all ages and backgrounds.
- Demonstrate humility, patience, and the ability to handle conflict with grace and wisdom.

Educational Background

- A bachelor's degree in Baptist theology, divinity, or a related field is preferred.
- A Master of Divinity (M.Div.) or equivalent from an accredited seminary that aligns with Baptist principles is a plus.
- Commitment to ongoing professional growth.

Experience

- Minimum of 3-5 years of pastoral or ministry experience, including preaching, teaching, and counseling is preferred.
- Experience in community outreach, discipleship, and leadership development is highly desirable.

KEY RESPONSIBILITIES

The pastor will be responsible for a wide range of duties aimed at leading and nurturing the congregation of Shipman Baptist Church. Key responsibilities include:

Preaching and Teaching

- Create an environment of worship that leads to learning, spiritual growth, and life application.
- Prepare and deliver weekly sermons that are biblically sound, relevant, and engaging.
- Lead weekly Bible studies, classes, and/or small group discussions to deepen the congregation's understanding of Scripture.

Pastoral Care

- Provide spiritual and emotional support to members of the congregation through counseling, visitation, and prayer.
- Officiate weddings, funerals, baptisms, and other significant ceremonies.

Leadership and Administration

- Provide visionary leadership for the church's ministries, programs, activities, and outreach efforts.
- Work closely with church deacons and ministry leaders to set goals and ensure that the church's mission is being fulfilled.
- Serve as moderator for church conferences and/or meetings.
- Work closely with the deacons on the administration of the church.

Community Engagement

- Foster relationships and represent the church with local organizations, schools, and other churches to build a strong presence in the community.
- Encourage members of the congregation to actively participate in service and outreach initiatives.

APPLICATION PROCESS

Candidates who meet the above qualifications are encouraged to apply by submitting the following documents via direct email to ShipmanBaptistChurch@gmail.com. *Note: Materials submitted through job posting and recruiting sites will not be considered.*

Application Materials

- A cover letter detailing your sense of calling to the pastoral role and your vision for Shipman Baptist Church.
- A detailed resume, including educational background, ministry experience, and references.
- Links to video or audio recordings of recent sermons or teachings, if available.

Materials will be reviewed as received. Candidates moving forward to the next phase will be notified. Position will remain open until filled.

