Senior Pastor Job Description

Friendship Missionary Baptist Church of Fort Myers, Inc.
Location: Fort Myers, Florida
Status: Full-Time

About Our Church

Friendship Missionary Baptist Church is an historic congregation in Fort Myers, Florida, founded in 1912 — committed to biblical teaching, community outreach, and spiritual renewal. We seek a visionary and spiritually mature leader to guide us forward with integrity, compassion, and a heart for service. Our next pastor will be instrumental in leading our church into a new era of growth and in service to Christ Jesus

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Position Summary

The Senior Pastor serves as the spiritual leader and chief executive of the church, responsible for preaching, teaching, pastoral care, and the overall spiritual and organizational health of the congregation. The Pastor will work in close partnership with the Board of Trustees and ministry leaders to fulfill the church's mission and ensure alignment with its bylaws and biblical values.

Key Responsibilities

Spiritual Leadership

• Preach biblically grounded, Spirit-led sermons that inspire, challenge, and equip the congregation.
• Lead worship services, Bible studies, and special services with theological depth and pastoral sensitivity.
• Provide pastoral care, counseling, and crisis support to members and families.

Vision & Growth

• Cast and implement a compelling vision for church vitality and growth.
• Demonstrate a proven track record of growing church membership and engagement over at least 10 years of pastoral leadership.
• Reconnect the church with the Baptist Convention and strengthen denominational ties.

Administrative Oversight

• Maintain regular office hours Monday through Thursday, 9:30 AM to 3:00 PM, to ensure accessibility to the congregation and community.
• Supervise church staff and ministry leaders, fostering a culture of excellence, transparency, and collaboration.
• Partner with the Board of Trustees in financial stewardship, budget planning, and strategic decision-making.
• Ensure compliance with church bylaws, policies, and pastoral employment agreements.

Community Engagement

• Serve as a visible and active presence in the Fort Myers community.
• Develop partnerships with local organizations and lead outreach initiatives.
• Promote youth development, academic achievement, and scholarship opportunities.

Qualifications

• An advanced degree in Theology, Ministry, or a related field from an accredited institution.
• Ordination and good standing within a recognized Baptist denomination.

• Minimum of 10 years of demonstrated pastoral leadership with measurable church growth.
• Strong moral character aligned with biblical standards, including integrity in personal and financial conduct.
• Excellent communication, leadership, and conflict-resolution skills.
• Experience leading churches through transition or revitalization is highly valued.

Compensation & Benefits

• Competitive salary commensurate with experience.
• Housing allowance.
• Health, dental, and life insurance reimbursement.
• Paid vacation, holidays, and sick leave.
• Continuing education and professional development support.
• Relocation assistance available and negotiable.

Application Process

Interested candidates should submit the following to the Board of Trustees at:
✉ KennethJenkinsfbc@gmail.com
✉ Kristie Scott, Esq. (Church Legal Counsel): kscott@lightpathlaw.com

Required materials:

• Cover letter expressing interest.
• Resume detailing ministry experience and education.
• Three references (including one pastoral and one lay leader reference).
• A recent sermon recording or video link

Any candidate who receives an offer understands and acknowledges that the offer of employment will be contingent on the successful passing of thorough background checks including credit history, criminal and civil history, educational credentials, and drug screening.