

**Salem Missionary Baptist Church**  
**Lilburn, Georgia**  
**Established 1834**

*Converting the Lost to Learners and Transforming them into Mature Disciples of Jesus Christ*

**Church Identity and Affiliation**

Salem Missionary Baptist Church is a historic African American congregation located in Lilburn, Georgia. Established in 1834, Salem has served faithfully for nearly 200 years through preaching, worship, discipleship, and service. The church affirms the historic mission, theology, and worship traditions of the Black Baptist Church and is compatible with leadership and ministry frameworks associated with the National Baptist Convention, USA, Inc., the General Missionary Baptist State Convention of Georgia and the local Hopewell Baptist Association.

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**History and Heritage**

Salem Missionary Baptist Church cherishes its long-standing history and its role within the enduring witness of the Black Church in America. Through significant social, cultural, and generational change, the congregation has remained rooted in faithfulness to God and commitment to Christian ministry. This rich heritage continues to shape Salem's identity, leadership expectations, and responsibility to both church and community.

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**Theology and Baptist Doctrine**

Salem Missionary Baptist Church affirms:

- The Bible as the inspired and authoritative Word of God
- Salvation by grace through faith in Jesus Christ
- The mission of the church to evangelize, disciple, serve, and uplift communities
- The ordinances of Christian baptism and the Lord's Supper
- The importance of sound doctrine, meaningful worship, and faithful pastoral leadership

The church seeks pastoral leadership consistent with Baptist doctrine, ethical standards, and ecclesial practice.

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**Worship and Music Ministry**

Worship at Salem is Christ-centered, reverent, and Spirit-filled. The congregation maintains deep respect for the musical heritage of the Black Baptist Church, viewing music as both ministry and theological expression. Worship supports preaching, prayer, and vibrant congregational participation while honoring tradition and remaining attentive to the movement of the Holy Spirit.

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### **Congregational Culture and Governance**

Salem Missionary Baptist Church is a committed and respectful congregation that values unity, order, and mutual accountability. The church operates within a Baptist congregational governance model and supports pastoral leadership that is spiritually grounded, administratively capable, and relationally engaged. Members understand their shared responsibility in supporting the pastor, officers, and ministries of the church.

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### **Community Engagement and Mission**

Salem recognizes its call to ministry beyond the sanctuary walls. The church has long maintained an active community presence and remains committed to outreach that reflects compassion, justice, evangelism, and service. Ministries are encouraged to align with both the spiritual mission of the church and the practical needs of the surrounding community.

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### **Vision for the Future**

Salem Missionary Baptist Church is rooted – but not bound by tradition. The congregation prayerfully seeks continued spiritual growth, effective ministry development, and faithful responsiveness to God’s call in the present age. Salem desires pastoral leadership that will honor its legacy while guiding the church forward with wisdom, humility, and vision.

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### **Pastoral Leadership Profile**

Salem Missionary Baptist Church seeks a pastor who:

- Demonstrates a clear call to Gospel ministry
- Is spiritually mature, prayerful, and of strong moral character
- Preaches and teaches the Word with biblical clarity and conviction
- Honors the traditions of the Black Baptist Church
- Provides compassionate pastoral care and effective leadership

- Possesses vision for growth, unity, and ministry effectiveness
- Works collaboratively with church leadership and the congregation

The ideal candidate will embrace both the historical significance and future potential of Salem.

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## **Convention-Requested Summary Information**

### **Church Demographics**

- Congregation Size: *1,200*
- Average Sunday Worship Attendance: *500*
- Primary Age Demographics: *45-70 (average)*
- Community Setting: Suburban (Lilburn, Georgia)

**Ministries and Auxiliaries** Salem supports ministries customary within the Baptist tradition, including Ushers, Christian Education, Music, Women's and Men's Ministries, Youth and Young Adult Ministry, and Mission and Outreach.

### **Financial Stewardship**

Salem practices responsible financial stewardship in support of ministry and outreach.

### **Facilities**

- Sanctuary Capacity: *750*
- Additional Facilities: Salem's campus sits on 22+ acres and includes the main worship center/sanctuary, KidZone (Children and Youth Ministry spaces), Heritage Hall (administrative offices, classrooms, fellowship hall and museum space), and church cemetery.
- Facilities support worship, ministry programming, and church administration.

### **Pastoral Qualifications and Compensation**

The pastor must be ordained and in good standing within Baptist doctrine. Education, ministerial experience, and leadership background will be heavily considered in the compensation package. Compensation and benefits are commensurate with experience, education, and church membership and will be discussed during the final round of the search process.

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### **Transition Statement**

As Salem Missionary Baptist Church enters this season of pastoral transition, the congregation remains prayerful and confident in God's direction. We seek a shepherd who will faithfully lead, teach, and serve, partnering with the church to fulfill God's purpose for this historic ministry in the current season and beyond.