


EBENEZER COMMUNITY CHURCH

2624 Morena Street, Nashville, TN 37208

 ECCPastoralSearchCommittee@gmail.com

 www.ebenezercommunitychurch.info



PASTOR JOB DESCRIPTION

Ebenezer Community Church • Nashville, Tennessee

Opening Date: March 22, 2026 • Closing Date: April 22, 2026

"Then Samuel took a stone and set it up between Mizpah and Shen, and called its name Ebenezer, saying, 'Hitherto the LORD has helped us.'" — 1 Samuel 7:12

ABOUT EBENEZER COMMUNITY CHURCH

Our History

Ebenezer Community Church was founded in 1943 when 110 faithful members departed from Mt. Nebo Baptist Church to establish a new congregation under the leadership of Rev. I. Golphin. Gathering on the lawn of Mr. and Mrs. Henry Thompson, they chose the name "Ebenezer" — drawn from 1 Samuel 7:12 — as a declaration that the Lord had brought them this far. Despite the challenges of World War II limiting access to materials, the founding members built their first sanctuary by hand, and in 1943 the congregation marched to their new home singing "I'm On My Way to Canaan Land." From its earliest days, Ebenezer was a vibrant community of worship, mission, and ministry, even holding the distinction of being the first church in Nashville to feature a tuba player in its music ministry.

Over the following decades, Ebenezer was shaped by a succession of dedicated pastors. Rev. N. Samuel Jones served faithfully for twenty-five years following Rev. Golphin's passing in 1952, and Dr. Nehemiah Douglas led the congregation from 1977 until his passing in 1994. Rev. Michael E. Williams then guided the church through a season of significant growth and a broadened identity, culminating in the 2003 renaming to Ebenezer Community Church.

Today, Ebenezer continues its legacy under the leadership of its sixth pastor, Rev. Granville "Sonny" Lyons III, unanimously called and installed in January 2018 — a divine appointment reflecting how God has guided this congregation at every turn.

Our Vision

Ebenezer Community Church of Nashville strives to be a beacon in the community that promotes real and relevant ministries through biblically sound teaching, which enriches lives spiritually and empowers us to evangelize as disciples.

Our Mission

Ebenezer Community Church of Nashville exists to develop and mature spiritually as a body of believers through biblical teachings and Christian fellowship as we continue to be risk takers for God, responding to the needs of an "ever changing" world.

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POSITION SUMMARY

Ebenezer Community Church is prayerfully seeking God's choice for our next Senior Pastor — a servant-leader who will lead, feed, and nurture our congregation. The candidate must believe that God is the one who calls Pastors to shepherd His people (Jeremiah 3:15).

Our current pastoral leadership has guided the congregation faithfully during this transitional season. The candidate's main responsibilities will be to communicate God's Word, attend to the spiritual needs of the members, and provide biblical leadership for the church.

The successful candidate must be God-fearing, demonstrate an enthusiastic love for Christ, possess and apply a comprehensive knowledge of the Bible, utilize the Baptist doctrine, and provide leadership in developing a clearly defined vision and direction; as well as be an inspiring and challenging preacher and teacher with sermons that make the Gospel relevant to the lives of individuals. The successful candidate will lead the congregation as we strive to attract new members and reach young people and families.

PASTOR DUTIES & RESPONSIBILITIES

The Pastor shall:


- Develop and deliver engaging, biblically and theologically based sermons, as well as counsel the membership and take charge of the spiritual welfare of the congregation;
- Direct the order of all worship services to ensure services are meaningful, accessible, and spiritually enriching;
- Oversee and ensure that the Lord's Supper/Communion is administered to the congregation and to sick and shut-in members, and direct the Ordinance of Baptism;
- Work with church leadership and staff to establish and execute a vision and plan for the church's growth and relevant community outreach, including designing, implementing, and evaluating effective ministries;
- Officiate weddings, funerals, memorial services, baby dedications, and any other services recognized by the church;
- Serve as the spiritual and administrative leader of the church and work in a spirit of cooperation with the Deacons, Mothers, Trustees, and other ministries to meet the needs of the congregation;
- Provide spiritual leadership and pastoral care to the congregation, including visiting the sick, counseling, and support during times of grief or other traumatic events.

THIS POSITION IS BIVOCATIONAL

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QUALIFICATIONS & EDUCATION

- A Bachelor's degree from an accredited institution is required; seminary experience is strongly recommended. The candidate shall demonstrate commitment to seeking additional education and training.
- The candidate must be a licensed and ordained Baptist minister in accordance with the Baptist doctrine.
- The candidate must have a clear understanding of the Baptist doctrine and the Articles of Faith.

DESIRED CHARACTERISTICS

Ebenezer Community Church seeks a pastor who embodies the following (Titus 1:6–9; 1 Timothy 3:2–7):

◆ Devoted to family <i>Titus 1:6; 1 Tim 3:2</i>	◆ Humble <i>Titus 1:7</i>	◆ Gentle <i>Titus 1:7; 1 Tim 3:3</i>
◆ Faithful Steward <i>Titus 1:7</i>	◆ Sober & Peaceful <i>Titus 1:7; 1 Tim 3:3</i>	◆ Financial Integrity <i>Titus 1:7; 1 Tim 3:3</i>
◆ Hospitable <i>Titus 1:8; 1 Tim 3:2</i>	◆ Lover of Good & Upright <i>Titus 1:8</i>	◆ Holy <i>Titus 1:8</i>
◆ Biblically Sound Teacher <i>Titus 1:9; 1 Tim 3:2</i>	◆ Spiritually Mature <i>1 Tim 3:6</i>	◆ Respectable <i>1 Tim 3:7</i>

EXPERIENCE

- Must have at least 2–5 years or more of ministry experience as an ordained Pastor or Associate Minister.

SKILLS & ABILITIES

- Must have the ability to establish trust and credibility with ECC members.
- Must have administrative and leadership skills with the ability to manage the affairs of the congregational organization through planning, decision making, delegating, evaluating, and managing conflict and stress; should be capable of leading the church's staff.
- Must have demonstrated the ability to prepare and deliver biblically sound, stimulating, inspirational, and Spirit-filled sermons with application to everyday life.
- Must possess strong interpersonal skills and be approachable; demonstrate inclusiveness for all demographics within the congregation.
- Must have excellent communication skills with the ability to connect with a diverse congregation.
- Must have a good understanding of technology, including social media and virtual ministry operations.

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APPLICATION REQUIREMENTS & PROCESS

All interested and qualified persons must submit an initial candidate package consisting of the following:

- Completed Pastoral Candidate Application
- Cover letter
- Supplemental Questions
- Current pastoral resume
- Official transcripts submitted to: Ebenezer Community Church, Attn: Pastoral Search Committee, 2624 Morena Street, Nashville, TN 37208
- Current photo of self/family
- Three (3) letters of spiritual recommendation — at least two clergy and one lay person — with contact information (email address and phone number).
- Two (2) sermons of 15–20 minutes preached within the last 6 months. Please provide a link to access sermons.
- Any additional information you wish to share with the Pastoral Search Committee.

Please submit all materials to:

ECCPastoralSearchCommittee@gmail.com

Ebenezer Community Church • Pastoral Search Committee

2624 Morena Street, Nashville, TN 37208

NO PHONE CALLS PLEASE

The Pastoral Search Committee will acknowledge receipt of all submitted applications.

All information received will be treated confidentially.

May the blessings and covering of God be with you!

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PASTORAL CANDIDATE APPLICATION

Ebenezer Community Church • Nashville, Tennessee

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The successful candidate must be God-fearing, demonstrate an enthusiastic love for Christ, possess comprehensive knowledge of the Bible; as well as be an inspiring preacher and teacher whose sermons make the Gospel relevant to everyday life and provide visionary leadership as we grow and deepen our impact on the Nashville community.

Pastor Duties & Responsibilities

The Pastor shall:

- Develop and deliver engaging, biblically and theologically sound sermons, and attend to the spiritual welfare of the congregation;
- Direct the order of all worship services to ensure they are meaningful, accessible, and spiritually enriching;
- Oversee administration of the Lord's Supper/Communion and the Ordinance of Baptism;
- Work with church leadership to establish and execute a vision and plan for growth and relevant community outreach;
- Officiate weddings, funerals, memorial services, baby dedications, and other services recognized by the church;
- Serve as spiritual and administrative leader, working in cooperation with Deacons, Mothers, Trustees, and all ministries;
- Provide pastoral care including visiting the sick, counseling, and support during grief or crisis.

Qualifications & Education

- A Bachelor's degree from an accredited institution is required; seminary experience is strongly recommended.
- The candidate must be a licensed and ordained Baptist minister in accordance with Baptist doctrine.
- Clear understanding of Baptist doctrine and the Articles of Faith is required.
- Minimum 2–5 years of ministry experience as an ordained Pastor or Associate Minister.

Desired Characteristics (Titus 1:6–9; 1 Timothy 3:2–7)

<input type="checkbox"/> Devoted to family	<input type="checkbox"/> Humble and gentle	<input type="checkbox"/> Financially upright
<input type="checkbox"/> Faithful steward	<input type="checkbox"/> Hospitable	<input type="checkbox"/> Lover of good
<input type="checkbox"/> Biblically sound teacher	<input type="checkbox"/> Spiritually mature	<input type="checkbox"/> Respectable and upright
<input type="checkbox"/> Sober and peaceful	<input type="checkbox"/> Strong communicator	<input type="checkbox"/> Community-minded

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PASTORAL CANDIDATE APPLICATION FORM

Personal Information

Full Name (First & Last):	
Date of Birth:	
Present Address:	
City, State, Zip:	
Phone Number:	
Cell Number:	
Email Address:	
Personal Website (if any):	

Preferred contact method: Home Phone Cell/Text Email Mail

Legal right to live and work in the US: Yes No

Number of years lived in the US: _____

Marital & Family Information

Marital Status:	<input type="checkbox"/> Married	<input type="checkbox"/> Single	<input type="checkbox"/> Divorced	<input type="checkbox"/> Separated	<input type="checkbox"/> Widowed
Spouse Name (if married):					
Is this your first spouse? <input type="checkbox"/> Yes <input type="checkbox"/> No					
Names of Children:					

Ordination & Ministry Status

Are you Ordained? <input type="checkbox"/> Yes <input type="checkbox"/> No	
Date & Place of Ordination:	
Denomination:	
Current Church:	
Current Position:	

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Background Disclosures

If you answer "Yes" to any question below, please attach a separate sheet with details. A conviction record will not automatically disqualify a candidate.

Have you ever been convicted of a Felony?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Are you presently under investigation or discharge procedure for misconduct?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Has any employer ever suspended or terminated you for sexual misconduct or harassment?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever been charged with improprieties regarding children?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever entered a plea of guilty or no contest for any crime other than minor traffic offenses?	<input type="checkbox"/> Yes <input type="checkbox"/> No
Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?	<input type="checkbox"/> Yes <input type="checkbox"/> No

Education

Type of School	Name of School	Location	Yrs	Degree / Major
College / University				
Vocational / Technical				
Graduate School				
Seminary				
Other				

Community Outreach

Describe how you have served and addressed the needs of your prior community:

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Work / Ministry Experience — Position 1

Name of Employer:	
Name of Last Supervisor:	
Address:	
Job Title:	
Employment Dates (From/To):	
Reason for Leaving:	

May we contact this employer for a reference? Yes No

Work / Ministry Experience — Position 2

Name of Employer:	
Name of Last Supervisor:	
Address:	
Job Title:	
Employment Dates (From/To):	
Reason for Leaving:	

May we contact this employer for a reference? Yes No

Work / Ministry Experience — Position 3

Name of Employer:	
Name of Last Supervisor:	
Address:	
Job Title:	
Employment Dates (From/To):	
Reason for Leaving:	

May we contact this employer for a reference? Yes No

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REFERENCES

Professional References

Three references qualified to speak to your professional work (not family members):

Name	Phone Number	Position / Relationship

Spiritual References

Three references qualified to speak to your spiritual and Christian experience (not family members):

Name	Phone Number	Position / Relationship

Sermon Submissions

Please provide links to two (2) sermons of 15–20 minutes, preached within the last 6 months:

Sermon 1:	
Sermon 2:	

Additional Information

Please share anything else you feel would be helpful to the Pastoral Search Committee:

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AGREEMENT & SIGNATURE

Please read each paragraph carefully, initial, and sign below.

Initials	I certify that all information in this application is accurate and complete to the best of my knowledge, and I have not knowingly withheld any information that might adversely affect my consideration. False or misleading statements may constitute sufficient cause for refusal or termination.
Initials	I understand that neither acceptance of this application nor any subsequent relationship with Ebenezer Community Church creates an actual or implied contract. Any pastoral relationship may be entered or concluded in accordance with church bylaws and the leadership of the Holy Spirit.
Initials	I consent to criminal, civil, and credit background screenings if I am selected as a candidate.

Signature of Applicant

Date

Please submit this application and all required documents to:

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PASTORAL VACANCY ANNOUNCEMENT — SUPPLEMENTAL QUESTIONS

Please answer the following questions in your own words on a separate document and attach to your application.

Section A: Christian Background

1. Please share how you came to know Christ personally, and what led you to devote your life to full-time Christian Ministry.
2. Please describe how you have handled a situation where you disagreed with church leadership. How do you handle situations where others disagree with you?
3. What is your position concerning women in ministry and preaching in the pulpit?
4. What is your position concerning LGBTQ+ individuals in the church and in ministry?

Section B: Ministry Skills & Leadership

1. Which Spiritual gifts do you believe God has endowed upon you?
2. How would you describe your chosen leadership style and give an example? (Select all that apply and explain.)
 - a. Passive – striving to go along with the flow
 - b. Motivational – able to stimulate people to dream and do the impossible
 - c. Team Spirited – one who encourages everyone to become involved for the benefit of all
 - d. Authoritarian – one who gives instructions and expects adherence without compromise
3. What method(s) of teaching do you use?
4. With what age group(s) are you most comfortable?
5. Evaluate your abilities and experiences with counseling.
6. Evaluate your administrative abilities.
7. Evaluate your people skills.
8. Indicate which of the following ministries you are most passionate about and describe your degree of involvement:
 - a. Christian Education
 - b. Youth Ministries
 - c. College and Career / Single Ministries
 - d. Married Couples and Family Ministries
 - e. Elderly and Senior Ministries
 - f. Community and Outreach Ministries
9. How would you describe a successful Pastor? A successful church?

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Section C: Leadership Self-Assessment

1. In which areas of church leadership are you strongest? Please explain.
2. In which areas of church leadership are you weakest? Please explain.
3. Please rank the following areas of church leadership from most to least experienced:

Rank	Area of Church Leadership
	General Pastoral Care
	Oversight and coordination of day-to-day church operations
	Preaching
	Management and Administration
	Youth Ministry
	Training, Counseling, Teaching and Mentoring
	Outreach to the wider community
	Support and oversight of staff and volunteers
	Collaborative decision making in boards or committees
	Personal professional development
	Networking, facilitating partnerships, and promoting unity