

NEXT LEAD PASTOR PROFILE



Alice Drive Baptist Church is seeking a new Lead Pastor to lead our congregation into its next season of spiritual growth and community impact. After 30 years of dedicated leadership, Pastor Clay Smith has announced his retirement, following God's call to enter a new phase of life. We honor his service and prayerfully seek the person God is calling to be our next leader.

The Lead Pastor serves as the leader of the church. He is accountable to the Direction Team, which ensures alignment with the church's mission and vision, as well as serves as a crisis team in waiting. The Senior Leadership Team, comprised of paid staff, develops strategies to fulfill the mission. The Deacons serve the body and provide perspective on big-picture decisions.



FAMILY-FOCUSED

MULTIGENERATIONAL

PRAYER-CENTERED

MISSION-ORIENTED

DIVERSE



MORE ABOUT OUR STORY

CHURCH OVERVIEW

7

worship services
across
3 campuses

1,650

average attendance
in-person
& online

80+

adult LIFE Groups
w/ 1,048 involved
across all ages

KIDS

vibrant ministry
drawing families
to Jesus

STUDENTS

engaging
environments
to belong
& believe

\$4.5M

annual
operating
budget

LOCAL

effective partnerships
with community
ministries

MISSIONS

partnerships with
Valdosta, GA
& Honduras

50+

dedicated staff
passionate about
raising up disciples
and developing
future leaders

CERTIFIED

only ECFA certified
church in the area
ensuring financial
accountability



OUR MISSION

We exist to help as many people as possible take their **NEXT STEP** toward Jesus Christ.

WHERE WE SERVE

Alice Drive Baptist Church is a thriving congregation committed to fulfilling our mission across Sumter, Lee, and Clarendon counties.

Located in Sumter, South Carolina, Alice Drive is in a region where 75% of the population is unchurched.

Our three physical campuses serve a growing community with a small-town feel and strong military presence due to Shaw Air Force Base.

Sumter's unique geographic location in the midlands of South Carolina lends itself to prime outdoor and recreational activities. A family can easily experience a day trip to one of South Carolina's many beaches, lakes, or mountains. Sumter offers a vibrant, family-friendly environment, making it a great place to live, work, raise a family, and retire.



OUR VALUES & VISION

We believe **people matter to God**, so we want to help them **know Jesus**.

We believe **church is a place of grace**, so we want to help people **know community**.

We believe that **everyone should live like Jesus**, so we want to help people **grow character**.

We believe **everyone has a purpose**, so we want to help people **go share**.

MORE ABOUT OUR MISSION, VISION, & VALUES



CORE DIRECTIONS

As a church, we are committed to several core areas of growth and outreach:

Leadership and Pastoral Influence

Our next pastor will be a catalyst for engaging our local and global communities, fostering trust within the congregation, and upholding our mission and values.

Spiritual Growth and Discipleship

We will continue prioritizing discipleship through sound biblical teaching, LIFE Groups, and serving others.

Financial Health and Stewardship

We will steward our financial resources toward fulfilling our mission, and the Lead Pastor will play a key role in teaching and encouraging stewardship.

Inclusivity and Community Engagement

Alice Drive will remain a place of grace, welcoming people from all walks of life and demonstrating Christ's love to everyone.



WHO WE ARE

We are a conservative, Bible-believing, Bible-teaching church that prioritizes reaching people with the good news of Jesus in a gracious, non-legalistic manner. We are a church with a Baptist heritage that believes the Bible is the bottom line.

Every community needs a leading-edge church that sets the tone for innovation and growth. We see ourselves as one of those churches.

We reach blended families, multi-racial families, and the “not put together” people. We have a heart for people who are ready to take a next step toward Jesus.

We offer contemporary and traditional worship, creating a unique multigenerational worship experience. Our theological stance is oriented toward abundant grace, biblical truth, and transformational faith.

As you walk around our church, you will hear phrases like, “This is a place of grace,” “What is your next step?” “Do you know Jesus?” and “Come join my LIFE Group!”

**MORE ABOUT
OUR BELIEFS**



WHO WE ARE SEEKING

Key Roles of the next Lead Pastor:

LEAD TEACHING PASTOR

This individual must provide biblically sound, theologically grounded sermons that are relevant, thought-provoking, and spiritually impactful. He should also mentor and coach other communicators.

ENGAGING LEADER

He must inspire and motivate the congregation to take their next step toward Jesus, helping them know Jesus, know community, grow character, and go share. He should lead the church with bold vision and a collaborative spirit.

CHIEF SHEPHERD

He must live out the values of the church. He must demonstrate that all people matter to God, that church is a place of grace, that everyone needs to be like Jesus, and that everyone has a purpose. He should demonstrate a pastoral heart that feeds, guides, and loves the congregation.

DEVELOPER OF OTHERS

He must cultivate the gifts of staff and congregation members, empowering them to serve and lead in alignment with the church's mission.

Our Lead Pastor must meet both biblical and professional qualifications. Our governing documents state that the Lead Pastor should be called by God, spiritually mature, and demonstrate strong leadership skills. He should possess a deep theological understanding and be spiritually gifted for the role.

KEY QUALIFICATIONS/PREFERENCES



BIBLICALLY SOUND

Must adhere to the qualifications outlined in 1 Timothy 3:1-7.



EDUCATION

Master of Divinity or equivalent required.



EXPERIENCE

At least 8 years of pastoral leadership experience, with multi-staff experience required and multisite experience preferred.



CULTURAL FIT

Must embrace the unique culture of Alice Drive and our diverse, multicultural community.



LEADERSHIP

Strong interpersonal skills, visionary thinking, and a passion for helping others grow in their faith.



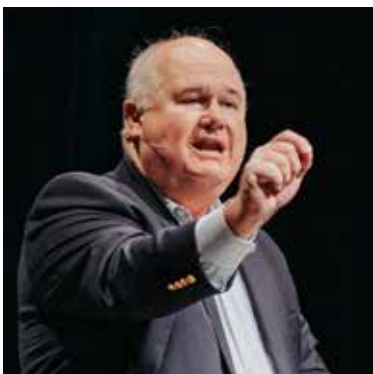
FAMILY LIFE

A balanced family life and a vibrant personal relationship with God are essential.

If you're interested in the role of our next Lead Pastor, please send your complete resume, work history, and a letter of no more than three pages explaining why you feel you best fit our desired profile by January 15, 2025 to:

pastorsearch@adbc.org

OUR CURRENT PASTOR AND THE FUTURE



Under Pastor Clay Smith's leadership, our church grew spiritually and numerically, expanding from 280 attendees to over 1,100 in person, with an additional 500 joining online weekly.

In 2001, the church relocated, and by 2017, it became a multisite church. Though Pastor Clay will no longer have a formal role at Alice Drive, he will remain a resource to the new Lead Pastor as needed. He and his wife Gina will enjoy time with family, especially their grandchildren. Clay will continue to pursue his passion for cattle farming. 🐮

