



**Vacancy Announcement
Full-Time Pastor**

Shiloh Missionary Baptist Church

452 Cramer Avenue

Montgomery, Alabama 36104

334-269-9412

Opening Date: June 1, 2024

Closing Date: August 1, 2024

The Shiloh Missionary Baptist Church of Montgomery, Alabama, organized in 1919, is accepting applications for the position of Pastor. Submit a complete application packet to the Pastor Search Committee at the address shown below. Interested persons should submit all information contained in this announcement no later than August 1, 2024.

The successful candidate will meet the following qualifications:

- Must be a licensed and ordained Baptist Minister.
- Must have attended seminary and preferably hold a college degree.
- Prefer at least 5 years Baptist Church pastoral experience (e.g. Senior Pastor, Assistant Pastor, Executive Pastor, Associate Minister).
- Must have church administration and organizational skills.
- Must have a solid understanding of Baptist Doctrine and Theology.
- Must possess effective written, oral and interpersonal skills.
- Must demonstrate a record of community involvement and be mission-minded.
- Must be willing to support and participate in Local, State, and USA National Baptist Conventions; and
- Preferably to be married.

All applicants must provide the following information:

Completed Application Form with cover Letter	Recent color photograph within the last six months
Certificate of Ordination	Copy of Current Ministerial License(s)
Resume	Official Transcript from an accredited institution mailed to Shiloh Baptist Church
Verification of Theology training/degree	Audio/visual recording of sermon

All packets forwarded to:

Shiloh Missionary Baptist Church
Attn: Pastor Search Committee – Deacon James Long
P. O Box 6323
Montgomery, AL 36106-6323
Email Address: Psc2024@shilohbaptistmontgomery.org

MISSING DOCUMENTS MAY RESULT IN AUTOMATIC DISQUALIFICATION

CHURCH MATERIALS:

See Facebook for worship services: [Facebook.com/SMBCM](https://www.facebook.com/SMBCM) (Shiloh Baptist Montgomery)

See website for church ministries: [ShilohBaptistMontgomery.org](https://www.ShilohBaptistMontgomery.org).

SHILOH BAPTIST CHURCH PASTOR APPLICATION FORM

PERSONAL INFORMATION

DATE _____

Name _____
Last First Middle

Present address _____
Street City State Zip

How long _____ Birth Date _____

Telephone: Home _____ Business _____ Cell _____

Email address: _____ Personal website address (if available): _____

If hired, can you present proof of your legal right to live and work in this country? YES NO

Number of years lived in the U.S. _____

Marital Status: Married Separated Divorced Widowed Single

If Married, Name of Spouse: _____

Is this your first Spouse? YES NO

Names and Ages of Children:

Are you ordained? YES NO

Date and Place of Ordination: _____

Denomination: _____

Have you been baptized by immersion? YES NO

If you have not been baptized by immersion, would you consider being baptized by immersion? YES NO

HAVE YOU EVER FILED FOR BANKRUPTCY? No Yes

If yes, please state the nature and circumstances of the bankruptcy:

HAVE YOU EVER BEEN CONVICTED OF A CRIME? No Yes

If yes, please state nature of the crime(s), when and where convicted and disposition of the case:

EDUCATIONAL BACKGROUND

TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NO. OF YEARS COMPLETED	MAJOR & DEGREE
College/University				
Vocational or Technical School				
Graduate School				
Other				

Additional Academic Experience (post secondary) Please have Institution send Transcript to Pastoral Search Committee Shiloh Baptist Church)

Please list courses completed; P/T or F/T; dates; institutions and awards received.

Please briefly describe your general background: summarize your ministry strengths and weaknesses; ministry preferences and vision, and your special interests in ministry.

[If you answer "Yes" to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, and subsequent rehabilitation will be considered.]

Are you presently being investigated or under a procedure or consider your discharge for misconduct by your present employer/church?

No Yes

Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy?

No Yes

Have you ever been charged in civil or criminal proceedings with improprieties regarding children? No Yes

Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense? No Yes

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position/church? Yes No

WORK EXPERIENCE

Work Experience Please list your work and/or ministry experience for the **past five years** beginning with your most recent job held. If you were self-employed, give firm name. **Attach additional sheets if necessary.**

Name of employer: Address:	Name of last supervisor:
Phone #:	Employment dates
	From: _____ To: _____

Your last job title:
Duties and Reason for leaving (be specific):

YES NO
 May we contact this employer/church for a reference?

Name of employer: Address:	Name of last supervisor:
Phone #:	Employment dates
	From: _____ To: _____

Your last job title:
Duties and Reason for leaving (be specific):

YES NO
 May we contact this employer/church for a reference?

Name of employer: Address:	Name of last supervisor:
Phone #:	Employment dates
	From: _____ To: _____

Your last job title:
Duties and Reason for leaving (be specific):

YES NO
 May we contact this employer/church for a reference?

Name of employer: Address:	Name of last supervisor:
Phone #:	Employment dates
	From: _____ To: _____

Your last job title:
Duties and Reason for leaving (be specific):

YES NO
 May we contact this employer/church for a reference?

State whether you are able to operate cross-culturally and be at home in a multi-cultural community? What experience have you had in a multi-cultural community?

LEADERSHIP ROLES

Leadership of a church involves several roles. Consider the following list (Note all that are applicable).

CHURCH LEADERSHIP RESPONSIBILITIES:

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

In which of these are you strongest? Explain -

In which of these are you weakest? Explain -

What evidence is there to confirm that you have strengths in these?

PROFESSIONAL REFERENCES

Do not list family members for references.

Give three references who are qualified to speak of your spiritual experience and Christian service._____

List your current pastor first.

Name/Complete Address	Phone	Position

Give three references who are qualified to speak of your professional training and experience._____

List your current or most recent supervisor first.

Name/Complete Address	Phone	Position

AGREEMENT (PLEASE READ CAREFULLY BEFORE SIGNING)

Please Read Carefully, Initial Each Paragraph and Sign Below

Initials _____	I certify that all the 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 chances for employment. I understand that misleading or false statements will constitute sufficient cause for refusal of hire or termination of my employment.
Initials _____	I understand that neither the acceptance of this application nor the subsequent entry into any type of employment relationship with Shiloh Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Shiloh Baptist Church, it will be on an at-will basis. This means that either Shiloh Baptist Church or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.

SUBJECT TO BACKGROUND CHECKS AND DRUG SCREENING

Signature of applicant _____ **Date:** _____