

## **PASTOR VACANCY ANNOUNCEMENT**

**Jefferson Street Missionary Baptist Church**  
2708 Jefferson Street, Nashville, TN 37208

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**Opening Date: October 1, 2016**

**Closing Date: October 31, 2016**

Jefferson Street Missionary Baptist Church of Nashville, TN is accepting applications for the position of Pastor. All correspondence should be mailed to the post office box listed below to the attention of the Pastoral Search Committee or applications may be emailed to the following address:

**Jefferson Street Missionary Baptist Church**  
**ATTN: Pastoral Search Committee**  
**Post Office Box 280972**  
**Nashville, TN 37228**

**OR**

Applications may be emailed to the following address: [jsmbcpc@comcast.net](mailto:jsmbcpc@comcast.net).

**NOTE: All interested persons should submit the required information contained in this announcement not later than October 31, 2016.**

### **OUR CHURCH AND ITS MINISTRY:**

Jefferson Street Missionary Baptist Church is a 128-year old congregation that started in 1887. The church currently has a membership of approximately 400 members. We have had eight (8) pastors and our eighth pastor (Reverend James Thomas) has shepherded this congregation for 45 years. The worship services at Jefferson Street are spiritual and full of vitality (in the traditional Black worship experience). The rich heritage of the congregation serves as the basis of its future hopes and dreams.

The Jefferson Street Missionary Baptist Church is an inclusive congregation of baptized believers adhering to the teachings of Christ under the direction of the Holy Spirit. A church dedicated to the principles of God's Word through theologically sound preaching, teaching and evangelizing. We adhere to Luke 4:18-19 and we continue to see the need to be a community minded, socially aware, and politically active congregation committed to kingdom building.

We are seeking a strong, evangelical, charismatic leader who stands strong to boldly proclaim the Gospel of Jesus Christ. Therefore, preaching is a very important part of our worship service. The primary purpose in the preached message should be to evangelize, teach, and heal hurting hearts. We expect sermons to be structured and theologically sound.

**QUALIFICATIONS:**

➤ **MUST HAVE NO DESIRE TO CHANGE OUR MISSIONARY BAPTIST DENOMINATION STATUS.**

- Must be a licensed, ordained Baptist Minister that has received the Divine calling and demonstrated a commitment to the call.
- Must have a clear understanding of Baptist doctrine and the Articles of Faith.
- Must have an accredited Bachelor's Degree, Seminary Degree or Theology Training with experience.
- Preferred (but not required or limited to) three (3) years of Baptist pastoral experience as a lead pastor or associate.
- Must have church administration, organizational and managerial skills, and a sound record of fiscal responsibility.
- Demonstrated commitment to further religious training.
- Must be committed to church growth and membership retention.
- Must be able to articulate a clear vision for the church that emphasizes spiritual growth and Christian education and development.
- Must be willing to work with all age groups with a particular interest in spiritual growth and development of our children, youth and adults.
- Must be able to preach, disciple, evangelize, and hold a leadership role in local, State and National Baptist conventions.
- Must demonstrate a record of community involvement.
- Must serve to provide spiritual leadership that will lead the congregation to live in service for Christ.

The **deadline** for all resumes and applications is **30 days (October 31, 2016)** after posting of the vacancy announcement. The pastoral search committee will acknowledge receipt of all applications and all information presented will be treated confidential. Following completion of the initial application screening process, ten (10) eligible candidates will be required to submit additional verification documents (if necessary) and a worship sermon on Digital Video Device (DVD). A criminal and financial background search will also be conducted on the final candidates. **NO PHONE CALLS PLEASE!**

Please mail your resume' to: **Jefferson Street Missionary Baptist Church**  
**ATTN: Pastoral Search Committee**  
**Post Office Box 280972**  
**Nashville, TN 37228**

**OR** Applications may be emailed to the following address: [jsmbcpc@comcast.net](mailto:jsmbcpc@comcast.net).

May God bless you and thank you for your interest in applying for our pastoral position.

**CHRISTIAN BACKGROUND**

- Please share how you came to know Christ personally and describe your personal work with the Lord since first committing your life to Christ.
- Please share what led you to devote your life to full-time Christian Ministry and name three things that have had a major impact on your spiritual growth and faith.
- Please describe how you have handled a situation in the past where you disagreed with church leadership.
- How do you handle situations where others disagree with you?
- Please share a recent experience where you shared the gospel with someone and invited them to receive Jesus Christ as their personal Savior.
- What is your position concerning women in ministry and preaching in the pulpit?

**PERSONAL EVALUATION**

Which Spiritual gifts do you believe God has endowed on you?

Evaluate yourself in the following functions of ministry and rank them in the order of your most competence to least competent: Teaching, preaching, administration, leadership and counseling.

How would you describe your leadership style?

- ( ) Passive – striving to go along with the flow
- ( ) Motivational – able to stimulate people to dream and do the impossible
- ( ) Team Spirited – one who encourages everyone to become involved for the benefit of all
- ( ) Authoritarian – one who gives instructions and expects adherence without compromise

Please give an example(s) to explain choosing a particular leadership style and evaluate your leadership abilities.

What method(s) of teaching do you use? With what age group(s) are you most comfortable?

Evaluate your abilities and experiences with counseling.

Evaluate your administrative abilities.

Evaluate your people skills.

Describe your degree of involvement with each of the following ministries:

- (1) Christian Education
- (2) Youth Ministries
- (3) College and Career Single Ministries
- (4) Married Couples and Family Ministries
- (5) Elderly and Seniors Ministries
- (6) Community and outreach ministries

Which of the above ministries are you most passionate about?

How would you describe a successful Pastor?

What do you consider a successful church?

What style of public worship and preaching do you prefer?



A pre-employment background check will be included in this process. The purpose of the background check is to ensure a safe environment, to protect the church's assets, including its employees, members, programs, services, and private information, as well as to assist in the hiring process.

Has any employer ever subjected you to disciplinary action, suspension, termination, 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?

\_\_\_\_\_Yes                      \_\_\_\_\_No

Have you ever been charged in civil or criminal proceedings with improprieties regarding children?

\_\_\_\_\_Yes                      \_\_\_\_\_No

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

\_\_\_\_\_Yes                      \_\_\_\_\_No

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?

\_\_\_\_\_Yes                      \_\_\_\_\_No

Have you ever been convicted of a crime involving the use of or sell of drugs?

\_\_\_\_\_Yes                      \_\_\_\_\_No

Do you have any pending law suits or judgments?

\_\_\_\_\_Yes                      \_\_\_\_\_No

Will you be willing to take a drug test?

\_\_\_\_\_Yes                      \_\_\_\_\_No

**PROFESSIONAL REFERENCES (Please list three professional references.)**

Full Name \_\_\_\_\_ Relationship \_\_\_\_\_

Profession \_\_\_\_\_ Phone# \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Full Name \_\_\_\_\_ Relationship \_\_\_\_\_

Profession \_\_\_\_\_ Phone# \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Full Name \_\_\_\_\_ Relationship \_\_\_\_\_

Profession \_\_\_\_\_ Phone# \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

**PERSONAL REFERENCES (Please list three personal references).**

Full Name \_\_\_\_\_ Relationship \_\_\_\_\_

Profession \_\_\_\_\_ Phone# \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

Full Name \_\_\_\_\_ Relationship \_\_\_\_\_

Profession \_\_\_\_\_ Phone# \_\_\_\_\_

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Profession \_\_\_\_\_ Phone# \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ Zip \_\_\_\_\_

**AGREEMENT (PLEASE READ CAREFULLY BEFORE SIGNING)**

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

\_\_\_\_ 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 affect my chances for employment. I understand that misleading or false statements will constitute sufficient cause for refusal to hire or termination of my employment for just cause.

\_\_\_\_ I understand that neither the acceptance of this application nor the subsequent entry into any type of employment with Jefferson Street Missionary Baptist Church creates an actual or implied **contract** of employment.

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Signature

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Date

**NOTE:** Confidential when completed.

**NOTIFICATION OF INTENT TO PERFORM BACKGROUND CHECKS:**

The pastoral search committee will acknowledge receipt of all applications and all information presented will be treated confidential.

The pulpit committee may perform via third party background checks regarding your work history, education, criminal record, financial history, medical history, or use of social media. JSMBC will adhere to all Equal Employment Opportunity (EEO) and Federal Trade Commission (FTC) requirements regardless of how we obtain the information, and will comply with federal laws that protect applicants and employees from discrimination. That includes discrimination based on race, color, national origin, sex, or religion; disability; genetic information (including family medical history); and age (40 or older).

In case of information obtained from a third party individual or company in the business of compiling background information, JSMBC will comply with the Fair Credit Reporting Act (FCRA). The Federal Trade Commission (FTC) enforces the FCRA.

**AUTHORIZATION:**

Except for certain restrictions related to medical and genetic information, **I understand it's not illegal for an employer to ask questions about my background, or to require a background check.** My signature below authorizes the JSMBC pulpit committee to perform any background check(s) it deems necessary and is evidence of my approval to do so. I also understand that it is my right to inquire about any third-party source that provides any adverse information that may have been used to make an employment decision.

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Signature

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Date