

# Vacancy Announcement

## Full-Time Pastor

**First Missionary Baptist Church**  
**332 N. Allen Street, Banning, California 92220**  
**951.849.8113**

**Opening Date: July 6, 2015**  
**Closing Date: September 7, 2015**

The pastoral search committee of First Missionary Baptist Church greets you in the name of our Lord and Savior, Jesus Christ. Believing that God is the One who calls pastors to shepherd his people (Jeremiah 3:15), the First Missionary Baptist Church is prayerfully seeking God's choice for the position of Senior Pastor. The Pastor must be God fearing, demonstrate an enthusiastic love for Christ, possess and apply a comprehensive knowledge of the Bible, utilize the Baptist doctrine, and have a clearly defined vision for the Church. The First Missionary Baptist Church was established over 65 years ago. We have been proudly situated in the urban community of the eastside of Banning, California since 1949, and we currently have a congregation of approximately 150 members. The city of Banning is beautifully located in the San Geronio Pass of Riverside County with a population of 29,000.

### **Responsibilities include but are not limited to:**

- Plan and conduct worship services, prepare and deliver sermons, and serve as the lead in the observance of ordinances (Baptism and the Lord's Supper).
- Lead and teach members and visitors in weekly prayer meetings and Bible Study.
- Visit the sick and shut-in.
- Lead the Church's evangelical growth and effectiveness beyond the walls of the Church.
- Establish a presence in the community with outreach programs and projects.
- Inspire and motivate church members to operate in a spirit of excellence while using their gifts and talents for God.
- Provide pastoral counseling, perform wedding ceremonies, conduct funerals, and perform dedication services of children.
- Lead in planning, organizing, directing, coordinating, and evaluating the Church ministries.
- Work with the leadership and members as they perform their assigned responsibilities and facilitate their training.
- Preside over all business meetings of the Church.

- Work with the leadership and finance department to manage the varied resources of the congregation with effectiveness and efficiency.
- Support and participate with the local district and the National Baptist Convention USA Inc., with which First Missionary Baptist is affiliated.

**Qualifications and giftedness should be pursuant to 1 Timothy 3:1-7, Titus 1:6-9, 1 Timothy 5:17, 2 Timothy 2:24-25 (Holy conduct), Malachi 3:10,(Tither), and Galatians 5: 22-23. (Christian Conduct)**

**The successful candidate will meet the following qualifications:**

- Must be a licensed, ordained Baptist Minister in accordance with the Baptist Doctrine and Procedures that has received the Divine calling and has demonstrated the commitment to the call.
- Must have 5 years Baptist Church pastoral experience (e.g. Senior Pastor, Assistant Pastor).
- Prefer Bachelor's degree and/or accredited seminary degree.
- Must have church administration and organizational skills.
- Must have a clear understanding of the Baptist Doctrine and Articles of Faith.
- Must be an effective communicator, demonstrate the ability to prepare and deliver biblically sound lessons and messages.
- Prefer a record of community involvement.
- Must be willing to support and participate in Local, State and USA National Baptist Conventions.
- Must be committed to church growth and membership retention.
- Must be able to articulate a vision for the church that emphasizes spiritual growth and development.
- The pastor must serve to provide spiritual leadership that will lead the congregation to live in service for Christ.

**All applicants must provide the following information:**

Letter of intent (Cover Letter)	Current Resume
Copy of Ministerial License	Certificate of Ordination
Verification of Theology training/Degree	Two recent sermons on DVD or CD
Completed Application	
Five (5) letters of recommendation (2 clergy, 1 personal and 2 layperson)	
Other information/items may be required throughout the interview process	

### **Salary and Benefits**

The salary for this position ranges from \$31,000 – \$36,000 per year and will commensurate with experience.

Other benefits may be negotiated at a later time after hire.

**To apply:**

Please visit our church website; [www.fmbcbanning.org](http://www.fmbcbanning.org) ; click on the pastor vacancy announcement link; download and print application.

**All correspondence should be forwarded by certified mail to:**

**First Missionary Baptist Church  
Attn: Pastoral Search Committee  
c/o Deacon Brian Chambers  
P.O. Box 443  
Banning, CA 92220**

Deadline for submission of materials is on or before **September 7<sup>th</sup>, 2015**

**The Committee will acknowledge receipt of all resumes and letters of interest. All information presented will be treated as confidential. Final candidates must consent to perform a Criminal History Background Check, Substance Abuse History Check and Credit and Financial History Review (performed through an outside agency for complete confidentiality).**

**We are an Equal Opportunity Employer**

**First Missionary Baptist Church**  
**P.O. Box 443**  
**Banning, California 92220**  
**Pastor Candidate Application**

(Please complete all relevant fields in application. Incomplete applications will not be considered)

**Personal Information**

Full Name (First, Middle, Last): \_\_\_\_\_

Marital Status: M \_\_\_\_\_ S \_\_\_\_\_ D \_\_\_\_\_ W \_\_\_\_\_ Date of Birth (xx/xx/xxxx): \_\_\_\_\_

Spouse's Name: \_\_\_\_\_

Current Address: \_\_\_\_\_

City: \_\_\_\_\_ State: \_\_\_\_\_ Zip: \_\_\_\_\_

Phone Numbers: Home: \_\_\_\_\_ Work: \_\_\_\_\_ Cell: \_\_\_\_\_

E-mail Address: \_\_\_\_\_

**Educational Preparation**

List in chronological order the names and addresses of undergraduate, graduate and seminary institutions you have attended.

Institution Name	Address	Dates Attended	Degree(s) Earned

**Pastoral/Ministerial Experience: (Pastoral Experience Preferred)**

Church Name and Address	Position Held	Dates of Service	Reason for Leaving	Contact name and Phone Number

May we contact your previous church(s)? Yes \_\_\_\_\_ No \_\_\_\_\_

Are you presently employed outside of a church? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please list name of employer, address, and your position:

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Membership/Participation in Educational and Civic Organizations

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Have you ever been terminated or discharged from a church or other employer? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide a brief explanation.

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Have you ever been charged/convicted of a felony? Yes \_\_\_\_\_ No \_\_\_\_\_

If yes, please provide a brief explanation.

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**Applicant Certification and Signature**

I certify the information in this application is true, correct, and complete. I understand that, if employed, false statements reported on this application may be considered sufficient cause for dismissal.

Signature \_\_\_\_\_ Date \_\_\_\_\_

**First Missionary Baptist Church  
P.O. Box 443 Banning, California 92220**

**Applicant Questionnaire**

Please note that the questionnaire is part of the application and must be filled out completely.  
Incomplete applications will not be considered.

**1. Describe your ministry objective.**

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**2. What qualifies you to Pastor a Baptist Church?**

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**3. What role do you consider the Pastor's wife should play in your ministry?**

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**4. How do you define marriage?**

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**(Attach additional pages if needed)**