

Mt. Zion Baptist Church Pastoral Job Announcement

The Pulpit Search Committee of Mt. Zion Baptist Church is seeking a Full-time Senior Pastor, anointed by God to serve as the spiritual leader of the congregation. The Senior Pastor has the primary responsibilities of preaching and teaching the Word of God, engaging in pastoral care ministries, providing administrative leadership in all areas of church life, and acting as the chief administrator.

Mt. Zion Baptist Church celebrated our 104th anniversary this year. The church is located on the south side of Madison, Wisconsin and has strong roots in the community. This is revealed in our church mission and church vision.

“The mission of Mt. Zion Baptist Church is to be a visible and spiritual expression of God’s glory by demonstrating authentic alignment in worship and service to God and ministry to others. Showing God’s love we strive to reach a hungry world with the Gospel of Jesus Christ. We fulfill this mission in obedience to God’s Word with the help of the Holy Spirit through Worship, Discipleship, Evangelism, Fellowship, and Ministry.”

“Mt. Zion's vision is to be an “Acts 2” church that diligently studies the Word of God, lives, and prays together in spiritual fellowship, gives regularly to the support of its ministry, and grows spiritually. The five pillars of our work (articulated in the mission statement) -- Worship, Discipleship, Evangelism, Fellowship, and Ministry form an important acrostic: **We Do Everything For The Master!**”

Qualifications:

- Ability to communicate a comprehensive understanding of the bible, Christian theology and Baptist doctrine in terms relevant to person's lives.
- Ability to implement the vision of Mt. Zion Baptist Church.
- Ability to provide a teaching ministry that is based on sound theology and Baptist doctrine supported by educational and historical foundations.
- Skills to effectively minister to a diverse congregation.
- Demonstrate by word and presents an empathetic understanding of people in their daily lives.
- Strong community building skills.
- A Master of Divinity degree or equivalent experience is required.

How to apply:

All applicants should include a **resume** and **complete the attached Achievement Questionnaire**. All applications should be sent to:

Deacon Joseph Thomas, Chairman
Pulpit Search Committee
Mt. Zion Baptist Church
2019 Fisher St.
Madison, WI 53713
(608)255-5270

Please note that all candidates who are selected for a second round of interviews will be required to complete an American Baptist Personnel Services (ABPS) Profile*. There is a fee for completing the profile.

*<http://www.abhms.org/abps/>

Deadline to apply is October 19, 2015

Mt. Zion Baptist Church



2019 Fisher St.
Madison, Wisconsin 53713
(608) 255-5270
Fax: (608) 255-0718
mtz@mtzionmadison.com

Our Church

Mt. Zion Baptist Church is one of Wisconsin's oldest, predominately African-American congregations. We are located in South Madison and have a heart to serve our community as well as the broader Madison Community. We offer two spirit-filled worship services each Sunday morning at 8:00am and 10:45am. These services regularly feature a combination of congregational hymns, praise and worship, choir selections, scriptural readings, investment in the Kingdom, altar Call, invitation to discipleship and a sermon. Holy Communion is observed on the first Sunday and the reading of the church covenant on the third Sunday.

At Mt. Zion we minister to all: families, singles, married couples, men, women, seniors, young adults, teens and children. We are a diverse congregation with varied income levels ranging from low income to upper middle income; comprised of professionals, entrepreneurs, white collar/blue collar working class, college students, retirees, homeless individuals, service providers, non-profit, etc. Mt. Zion offers weekly Sunday school, prayer services and bible studies designed for each age group, as well as, specific ministries to that serve each group listed above both within the church and the surrounding community.

We dedicate ourselves to: reading, studying and following God's word; to constant prayer for guidance and empowerment; to Worshiping and praising God; to making disciples for Jesus Christ; to being His servant in the service and liberation of mankind; and to seeking continual growth toward full Christian maturity.

Our Church Membership

Over the years, Mt. Zion has been known to have a relatively large and active congregation. When we moved out of the old church into the new in 2004, our active membership was established at 400. Our membership grew and was established at 500 active members in 2006. Between 2006 and 2011, the church's membership roll grew in excess of 2,500 members with an average worship attendance estimated at between 500 and 700 people, resulting in the need to establish an 8:00AM worship service. In 2011 our active membership peaked between 700 and 1,000 before we began to witness the beginning of a gradual decline which continued through the resignation of Rev. Jones to present. Most recently we have recorded a weekly average worship attendance of 283 people (recorded March through November 2014)

The Invitation to Discipleship is an essential part of our regular Sunday worship. Under the mighty influence of the Holy Spirit, many have come as candidates for baptism. Our records show that Mt. Zion baptized 62 people in 2011, 55 people in 2012, and 20 people in 2013. To God be the Glory!

Our Church History

Mt. Zion Baptist Church is 103 years old! These are the events which shaped our church.

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| 1911 | Mt. Zion was founded as a missionary Baptist Church at 118 East Washington Avenue. |
| 1914 | Mt. Zion Missionary Baptist Church was incorporated under the auspices of the Wisconsin Secretary of State. The public records indicate that meetings were held on a weekly basis in the lecture room of the First Baptist Church of Madison, located in downtown Madison. |
| 1921-1924 | Rev. Zachary Smith served as pastor of Mt. Zion. |
| 1925-1927 | Rev. Eugene Cunningham served as pastor of Mt. Zion. |
| 1927-1955 | Rev. Joseph Washington Sr. served as senior pastor of Mt. Zion. |
| 1955-1985 | Rev. Joe E. Dawson served as pastor of Mt. Zion. |
| 1960 | Rev. Dawson built the parsonage on 2025 Fisher St. and broke ground for the new church at 2019 Fisher St. |
| 1961 | Mt. Zion dedicated both its church and parsonage with the first service taking place on Easter |

Sunday.

- 1982 Mt. Zion began meeting the needs of the wider community by establishing a food pantry.
- 1986 Rev. Charles Garel volunteered as interim pastor while the church searched for a new permanent pastor.
- 1986-1990 Rev. Tenolian Bell accepted the call to pastor at Mt. Zion. Under his leadership Mt. Zion established its Youth Ministry and Children's Choir.
- 1986- 1989 Mt. Zion partnered with Dane County Mental Health Center to create Black Other Outreach Support Team (BOOST) and the African American Counseling Service. Mt. Zion housed the counseling service in its basement. The African American Counseling Service moved from the basement of Mt. Zion to 2017 Fisher St, a property owned & renovated by Mt. Zion. At this time Mt. Zion renamed the project UJIMA to represent the Kwanzaa principle of collective work and responsibility.
- 1989 Mt. Zion licensed its first female minister, Rev. Muriel Johnson.
- 1990-1995 Rev. James C. Wright served as interim pastor of Mt. Zion. In 1992 he began serving as Pastor. Rev. Wright's associate pastors included, Minister Ron Greer, Minister Orlando McGruder, Rev. William "Rick" Badger, and Minister Larry Jackson. Under Rev. Wright's tenure saw the organization of the Young Adult Choir, the Social Concerns Committee, and the initiation of the Brotherhood and American Baptist Men's and Women's Ministries.
- 1992 Mt. Zion ordained its first woman deacon, Clara Franklin.
- 1996 Rev. Gabriel S. Lee, of New Orleans, LA served as interim pastor of Mt. Zion.
- 1997-2001 Rev. Terry Thomas of Apex, NC served as pastor of Mt. Zion. Under his leadership the church established over 15 new ministries and activities including the Mt. Zion Summer School Program, Mt. Zion Goes to the Park Community Picnic, the Family Night Ministry, the Marriage Enrichment Ministry and the Parish Nurse Ministry. The church's Food Pantry resumed food distribution to meet the needs of the South Madison Community.
- Mt. Zion also ordained two ministers, Rev. Adam Bond and Rev. Larry Jackson and licensed 5 additional ministers, Price Davis, Melva Bishop, Marino Bruce, Jacqueline Colbert and Emmett Woodward, during Rev. Thomas' tenure.
- 2002-2003 Rev. John P Harris, from Milwaukee, WI, served as interim pastor.

- 2003-2004 Blessed by God, Mt. Zion broke ground for the construction of the new church building, without a pastor. About a year later, the Mt. Zion Church Family marched from the old sanctuary to a new, state-of-the-art 500-seat sanctuary for a service of dedication and consecration.
- 2004-2013 Rev. Richard L. Jones, Sr, from the St. Paul Missionary Baptist Church of Racine, WI, served as pastor of Mt. Zion. Pastor Jones presented the church with “God’s Vision for Mt. Zion”. Under his leadership, Pastor Jones resumed the Historical Black College and University Tour and participated in the development of the “church tent” at Madison’s Juneteenth Celebration. Mt. Zion also accepted membership in the African American Council of Churches, serving as the primary host to its annual Holy Convocation. During Rev. Jones’ tenure the church’s membership rolls grew from a little over 400 members to over 2,000. To accommodate its growth Mt. Zion added an 8:00 am Sunday morning worship service.
- During Rev. Jones’ tenure 31 ministers accepted the call to ministry: Bryon Harris, Lin Sanford-Keppert, Peggy Williams, Angela Jones, Brenda Brown, Stephanie Harris, Viola Miller, Anthony Wade, Lifutso Rantimo, Leroy Marshall, Phil Bostic, Charlene Benford, Brian Britt, Darrell Butcher, Jr., Emma Chaudhary, Rena Crispin, Arkea Echols, Tonya Ellis, Billy Fletcher, Jessie Hewing, Jr., Tabatha Jackson, Melvin Johnson, Courtney Kapinus, Taneka Miller, Bernadette Pendleton, Kristine Pruitt, Avrial Reid, Katherine Smith, Ray Seeley, Letrice Stanley and Munroe Whitlock. Thirteen ministers were licensed: Lin Sanford-Keppert, Peggy Williams, Angela Jones, Brenda Brown, Stephanie Harris, Viola Miller, Anthony Wade, Bryon Harris, Joseph McLean, Lifutso Rantimo, Letrice Stanley, Phil Bostic and Ray Seeley. Seven ministers were ordained: Elder Renita Evans, Rev. Lin Sanford-Keppert, Rev. Peggy Williams, Rev. Melva Bishop, Rev. Jackie Colbert, Rev. Anthony Wade and Rev. Price Davis. An additional nine also served under Pastor Jones: Rev. Anthony Bondon, Rev. Jackie Colbert, Minister Dorothy Corder, Rev. Jeremiah Covington, Minister Jimmie Duncan, Rev. Jerome Jones, Minister Dr. Jonathan Overby, Minister Gloria Denise Williams and Minister Emmett Woodward.
- Mt. Zion added a number of ministries including, the Levites of Zion Praise Team, Spiritual Intercessors of Translation (a spoken word ministry), Silent Praise (a Mime ministry), Coats for Mt. Zion’s Kids Ministry, Boyz to Men (boys and young men’s ministry), Sisters of Virtue (girls and young women’s ministry), the Academic Learning Center, Health and Emergency Response Team Ministry and Singles Ministry.
- 2006 A “Building Up, Reaching Out” Fund appeal was initiated for the second phase building project.
- 2014 The Church acquired a key property at 2029 Fisher St. to accommodate the future development of a community life center.

Our Mission

The mission of Mt. Zion Baptist Church is to be a visible and spiritual expression of God's glory by demonstrating authentic alignment in worship and service to God and ministry to others. Showing God's love we strive to reach a hungry world with the Gospel of Jesus Christ. We fulfill this mission in obedience to God's Word with the help of the Holy Spirit through Worship, Discipleship, Evangelism, Fellowship, and Ministry.

Our Vision

Our vision is to be an "Acts 2" church that diligently studies the Word of God, lives, and prays together in spiritual fellowship, gives regularly to the support of its ministry, and grows spiritually. The five pillars of our work (articulated in the mission statement) -- Worship, Discipleship, Evangelism, Fellowship, and Ministry form an important acronym: **We Do Everything For The Master!**

Our Church Covenant

Having been led, as we believe, by the Spirit of God to receive the Lord Jesus Christ as our Saviour; and on the profession of our faith, having been baptized in the name of the Father, and of the Son, and of the Holy Spirit, we do now in the presence of God, angels and this assembly, most solemnly and joyfully enter into a covenant with one another, as one body in Christ.

We engage, therefore, by the aid of the Holy Spirit, to walk together in Christian love; to strive for the advancement of this church in knowledge and holiness; to give it a place in our affections, prayers and services above every organization of human origin; to sustain its worship, ordinances, discipline and doctrine; to contribute cheerfully and regularly, as God has prospered us, towards its expenses, for the support of a faithful and evangelical ministry among us, the relief of the poor and the spread of the Gospel throughout the world. In case of a difference of opinion in the church, we will strive to avoid a contentious spirit, and if we cannot unanimously agree, we will cheerfully recognize the right of the majority to govern.

We also engage to maintain family and secret devotion; to study diligently the word of God; to religiously educate our children; to seek the salvation of our kindred and acquaintance; to walk circumspectly in the word; to be kind and just to those in our employ, and faithful in the service we promise others; endeavoring in the purity of heart and good will towards all men to exemplify and commend our holy faith.

We further engage to watch over, to pray for, to exhort and stir up each other unto every good word and work; to guard each other's reputation, not needlessly exposing the infirmities of others; to participate in each other's joys, and with tender sympathy bear one another's burdens and sorrows; to cultivate Christian courtesy; to be slow to give or take offense, but always ready for reconciliation, being mindful of the rules of the Saviour in the eighteenth chapter of Matthew, to secure it without delay; and through life, amid evil report, and good report, to seek to live to the glory of God, who hath called us out of darkness into his marvelous light.

When we remove from this place, we engage as soon as possible to unite with some church where we can carry out the spirit of this covenant and the principles of God's word.

Our Ministries

Academic Learning Academy

Audio Video Ministry

Basketball Ministry

Benevolence Ministry

Bereavement Ministry

Building Ministry

Children's Ministry

Christian Education

Church Emergency Care Ministry

Deacons Ministry

Family Night Ministry

Food Pantry

Health Ministry

Homeless Meals Ministry

Hospitality Ministry

Jail & Prison Ministry

Liturgical Dance Ministry

Marriage Enrichment Ministry

Men's Ministry

Mission Ministry

Mother's and Daughter's Ministry

Music Ministry

New Member's Ministry

Praise Team (*Levites of Zion*)

Prayer and Fasting Ministry

Sick & Shut-in Ministry

Singles' Ministry

Sunday School Ministry

Theatre and Drama Ministry

Transportation Ministry

Trustee Ministry

Usher Ministry

Women's Ministry

Youth Ministry

*This is an accurate list of the ministries that have been active at Mt. Zion; however, some of them are not currently active.

Our Church Future

As we remain hopeful for the future of Mt. Zion we look forward to...

- Church Growth (including healing, spiritual maturity, and membership restoration)
- Reviving our church ministries and resuming the church's reputation as a visible spiritual leader, a strong voice, and beacon of hope within the community.
- Strengthening the financial health of Mt. Zion through emphasis on tithing and stewardship
- Mortgage Retirement- Efforts to retire the mortgage are currently underway through our Fourth Sunday (purple envelop) offering. These efforts are crucial to the financial health of the church and will clear the way for the second phase of our building.

Community Life Center (Phase II)

The ministry of Jesus Christ reaches out to those in need, and our theme "Building up, Reaching out" acknowledges our need to continue to take our ministries beyond the walls of our building and touch the lives of those around us. In order to do this, we will need to move to a new level of service in our community. The Development of the Community Life Center will provide us with the necessary facilities to expand our ministries and better serve our community.

Since 1911, Mt. Zion has faithfully served the Madison community. It's our desire to move to the next level of service, continuing the legacy of building that was passed down from the great visionaries who led Mt. Zion to impact the Madison community in immeasurable ways. In 2003, Mt. Zion broke ground and began construction of the church building including the 500 seat sanctuary that stands today. The Community Life Center is the second

phase of building our church into a facility that enables us to reach out further than ever before.

Building the Community Life Center will help Mt. Zion's outreach grow. Some examples of the expanded outreach are:

- The Food Pantry will have accessible and improved space.
- The After-school Tutorial Program will have classrooms, a computer lab, a library, a book club and conference rooms.
- The Alcohol and Other Drug Abuse Ministry will have AODA counseling/referral center offices and meeting rooms.
- The Homeless Meal Ministry will prepare and serve meals at the center.
- The Health & Wellness Center will include office space, a gym, a walking track, and an exercise room for all ages.
- The Basketball Ministry, which currently uses limited space at the Boys and Girls Club in South Madison, will be expanded. It will also host tournaments.
- The Youth Ministry will have a teen center for recreational, educational, employment networking/assistance and support programs for the community's youth.
- The Performance Arts Center will be used by the community for rehearsals and performances including theater/drama presentations and cultural enrichment.

As we move forward, Mt. Zion will continue to build our ministries to do work and to build the kingdom of God. We will continue to be a service to the neighborhood and the Greater Madison Community by spreading the gospel and being good Christian stewards. We seek a visionary leader who exemplifies an un-quenching love for God and dedication to the church and community.



Mt. Zion Baptist Church Achievement Questionnaire

This Achievement Questionnaire was developed to allow the applicants for Pastor of Mt. Zion Baptist Church to show case their experience as a spiritual leader.

Please keep your responses to 1 single spaced typed page per question, with font no smaller than 10. Your responses are not to exceed 5 pages.

- 1) As the Pastor of Mt. Zion, you will be expected to demonstrate your comprehensive understanding of the bible, Christian theology and Baptist doctrine in terms relevant to person's lives. Explain the biblical view of sanctification and the various means that God uses to sanctify the believer. Be sure to include the following in your answer:
 - Your understanding of the biblical view of true repentance.
 - Your understanding of the ordinances of the Baptist Church and their implementation.

- 2) Mt. Zion Baptist Church has lasted over 104 years because of our strong Mission and visionary leadership. Please describe how you would develop a vision using our mission and your visionary leadership to solidify the church's foundation.

Include in your response the following:
 - How you would reform a church/congregation in some significant areas?
 - Your goals in ministry and your greatest accomplishments as a minister.
 - Describe your leadership style.
 - Describe your facilitation of change.

- 3) A successful Pastor must demonstrate by words, presence, and empathetic understanding of people in their daily lives. Please explain your counseling experience and how you plan to utilize your skills in this area. **Be sure** to include your biblical understanding of perseverance and preservation of believers.
 - a) Please explain your congregational visitation plan?
 - b) How would you involve your family in your ministry and what are their thoughts about your potential move?

- 4) As the Pastor of Mt. Zion you will be responsible for building a strong community within the church and externally. Please describe how you would do this, include any of the following in your response.
 - How you would identify needs in the church?
 - How you would plan a worship service?

- Describe the role you see for lay leaders.
- How you would build community with other local churches?

5) Mt. Zion has a very diverse congregation; you will have to pastor in a manner that everyone feels that they are a vital member of the church.

- Please describe your experience with working with a Multi-Cultural congregation.
- What are three challenges that Multi-cultural churches face today and how would you address those challenges?
- What is your opinion on non-traditional marriages?