

King Solomon

Missionary Baptist Church



The House of *Sacrifice*
The Temple Where *Wisdom* Flows

Terence Hill, Chairman, Deacon Board
Kayonna Ferguson, Church Administrative Assistant

2220 West Coldwater Road
Flint, MI 48505

The mission of the King Solomon Missionary Baptist Church is St. Matthew 28:19, "Go ye therefore, and teach all nations, baptizing them in the name of the Father, and of the Son, and of the Holy Ghost." Our Motto and vision is to "Reach the Lost at Any Cost". The KSMBC is a body of believers who are committed to leading souls to Christ, making a positive impact on the community, preaching and teaching the Word of God, exuding the light God has placed inside us, and testifying of God's goodness, while helping to change the views of the nonbelievers through guidance, encouragement, and prayer.

Position: Pastor (Full-time)

Principal Function/Accountability: The term "Pastor" refers to a senior leader who is the "Undershepherd" and has devoted himself to prayer and ministry of God's Word. The Pastor is accountable to God and the Church to proclaim the Gospel of Jesus Christ, to teach the Holy Bible, God's Word, to provide Christian leadership in all areas of the Church and its ministries, and to engage in pastoral care of the congregation. The Pastor will collaborate with the Deacons and Trustees on relevant church matters.

Position Profile: The Pastor will be an experienced servant leader, with passion for reaching people for Christ. He will possess skills to provide the spiritual leadership needed to carry out the Church mission, vision and goals. The Pastor's primary duties and responsibilities will be to effectively communicate God's Word, minister to the spiritual needs of the congregation and provide Biblical leadership of the Church. The Pastor will have the qualities listed in 1 Timothy 3:1-7 and Titus 1:5-9.

The Pastor will have thorough knowledge, experience, and appropriate skills to teach the Word of God to help transform lives as part of God's redemptive work. The Pastor will promote Christian discipleship to facilitate spiritual maturity of the congregation and will develop a strategic plan for leadership development and church growth.

Essential Job Functions:

1. Provide general oversight of the flock (Acts 20:28; 1 Peter 5:2; 1 Thessalonians 5:12; James 5:14)
 - In practical matters (Acts 6:1-6; 11:29-30)
 - In matters of doctrine (Acts 15, 16:4)
 - In matters of discipline and character (Hebrews 13:17)
2. Preach and teach the gospel of Jesus Christ by exhorting sound doctrine (Titus 1:9) for the equipping of the saints, work of the ministry (Ephesians 4:11) and reaching the unsaved through evangelism (Matthew 28:19-20).
3. Preside over worship services, funeral services, weddings, and baby dedications, etc., and will designate an ordained official to perform these functions in his absence.
4. Lead and oversee biblically-based counseling (family, marital, substance abuse, addictions, etc.) using knowledge of current issues and trends.

5. Demonstrate knowledge of and an awareness concerning an inter-generational approach to ministry, spiritual growth and congregation outreach, both to the youth and young at heart. Furthermore, must have a vision for growing church membership that is both educated in the Word of God and strong in relationship with Christ, particularly a vision, commitment, and experience for increasing the numbers and spiritual development of youth and young adults in the congregation.
6. Be open to new ideas. Listen to and seek input from the members, inviting diverse perspectives and encouraging open and godly communication, in order to seek God's will for the church while discovering the needs, gifts, goals, and vision of the congregation.
7. Have a commitment to Christian Education, a zeal for missions and evangelism. Attend, support, and encourage members to participate in local, state, and national Congress of Christian Education classes, Baptist Association meetings, and district and state conventions for education and ideas to enhance the Church's ministries, as well as establish new ministries
8. Assist church officials in carrying out the Church by-laws, policies and procedures, including established covenant agreements.
9. Serve as an ex-officio member of all Church ministries, auxiliaries, and committees.
10. Lead, counsel, and perform the Holy Ordinances of Baptism and the Lord's Supper (Communion).
11. Have experience as a skilled administrator and manager of church staff and programs in order to direct, oversee, and assist ministry leaders in planning, managing and organizing programs for outreach, discipleship and ministry that nourish and inspires God's people. Assure that leaders have the necessary knowledge, skills, and resources to accomplish their ministry work.
12. Visit members, who are hospitalized, confined to home, or in an extended care facility in order to provide spiritual and emotional support, while communicating an attitude of care and the heart of Jesus.

Minimum Qualifications:

- Proof as a licensed and ordained Baptist minister and duly ordained, in accordance with the Baptist Church. Candidates must be knowledgeable of the Baptist Doctrine, licensed and ordained to the Gospel Ministry by creditable religious organizations
- Bachelor's Degree, preferably from an accredited theological seminary in the United States, and five (5) years of ministerial experience including leadership, administrative, organizational, and managerial skills.

KING SOLOMON MISSIONARY BAPTIST CHURCH
2220 WEST COLDWATER ROAD FLINT, MI 48505
(810) 789-9791

PASTORAL VACANCY ANNOUNCEMENT AND APPLICATION

The King Solomon Missionary Baptist Church (KSMBC) was founded in November 1966 and is prayerfully seeking a full-time Pastor, called by God who will serve as the spiritual leader of the congregation. The qualified candidate is accountable to God and the Church to proclaim the Gospel of Jesus Christ, to teach the Holy Bible, God's Word, to provide Christian leadership in all areas of the Church and its ministries, and to engage in good pastoral care of the congregation. The candidate must be able to articulate a vision for the church that emphasizes spiritual growth, discipleship, and Christian Education.

The Pastor's primary responsibilities will be to effectively communicate God's Word, minister to the spiritual needs of the congregation, and provide Biblical leadership of the Church. The person ultimately called to serve as the spiritual leader will possess the qualities listed in 1 Timothy 3:1-7 and Titus 1:5-9. The King Solomon Missionary Baptist Church is trusting God to fulfill the prophetic promise expressed in Jeremiah 3:15 which states "And I will give you pastors according to mine heart, which shall feed you with knowledge and understanding." The selected individual will possess and use appropriate skills in teaching the Word of God to transform lives and promoting Christian discipleship in order to help facilitate spiritual growth of the congregation.

Qualifications: Proof of a licensed and ordained Baptist minister. Bachelor's Degree, preferably from an accredited theological seminary in the United States, and five (5) years of ministerial experience including leadership, administrative, organizational, and managerial skills.

Five (5) or more years of ministerial experience at a church of comparable size is preferred. Candidates must be knowledgeable of the Baptist Doctrine, licensed and ordained to the Gospel Ministry by creditable religious organizations.

OPENING DATE: July 24, 2017; CLOSING DATE: September 15, 2017

(The Applicant Packet, including all supporting documents and materials must be submitted at the time of application.)

All interested applicants must submit a complete Application Packet consisting of the information listed below. The announcement, application and job description may be found at: www.kingsolomon2220.wixsite.com/kingsolomonflint. Click on the Application tab. The application is an online, fillable form, and may be printed only when completed. completed.

1. A letter of interest, current resume including a detailed listing of ministerial/pastoral experiences and accomplishments.
2. Completed application.
3. DVD/CD of a sermon delivered within the past year.
4. Certified copies of higher education diplomas, degrees mailed from the issuing accredited institution.
5. Reference letters from each of the following: current and/or former pastor (1); and personal references (2) one personal reference must be from a lay person/member of a church.
6. Ministerial license(s), ordination certificate with the appropriate seal.
7. Completed and signed Application Checklist.
8. Current color photo (head shot) (5 x7).
9. Copy of valid Driver's License or State Identification.
10. Copy of DD214, if reporting Military status.

Any Application Packet received after the closing date will not be considered. There are no exceptions. Please Note: Missing information will result in automatic disqualification. In describing your experience, please be clear and specific. Final candidates may be asked to provide additional information, if applicable, later in the selection process. Final candidates must consent to reference checks, a criminal history and background search, a pre-employment drug screen, and a credit and financial history review (performed through outside professional agencies for confidentiality).

All information submitted will be treated as "Confidential". Should you have any questions or need additional information, please email your request to the Pastoral Search Committee at: kingsolomon2220@outlook.com.

**Mail Application Packet to: King Solomon Missionary Baptist Church
C/O Deacon Terence Hill, Chairman
Pastoral Search Committee
2220 West Coldwater Road
Flint, MI 48505**

Email Application Packet to: kingsolomon2220@outlook.com

(Please include "Pastor Search Committee" in the subject line of all email correspondence.)

PASTORAL QUALIFICATIONS

- Must have a minimum of five (5) years of ministerial experience as a Baptist Pastor
- Meet qualifications set forth in 1 Timothy 3:1-7 and Titus 1:5-9.
- Proof of a licensed and ordained Baptist minister and duly ordained in accordance with the Baptist Church.
- Ability to articulate a vision for the church that emphasizes spiritual growth and Christian Education.
- Ability to plan and conduct relevant, spirit-filled worship services.
- Effective leader with managerial and administrative abilities (Pastoral or appropriate experience).
- Must be committed to church growth and membership retention.
- Must be committed to further religious training and education.
- Full-Time and available 24/7.
- Willingness to attend, support, and encourage members to attend local, state, and national Congress of Christian Education classes, Baptist Association meetings, and district and state conventions for religious education and ideas to enhance the Church's ministries, as well as establish other ministries.
- Demonstrated record of community and mission involvement.
- Knowledge of the Baptist Doctrine and Beliefs, with ability to effectively communicate in teaching sound doctrine and preaching from the Holy Bible.
- Must have proficient written and oral communication skills.
- Ability to maintain an objective perspective in difficult or potential conflict situations.
- Experience of biblically-based counseling (family, marital, substance, abuse, etc.)
- Must give tithes and offerings.

ESSENTIAL JOB FUNCTIONS OF A PASTOR

- The Pastor will serve as an ex-officio member of all church ministries and committees. *Ex-officio is Latin for "from the Office", to describe someone who has a right because of an office held, such as being allowed to sit on a committee simply because one is Pastor of the corporation.*
- Preside over worship services, funeral services, weddings, and baby dedications, etc., and may designate an official to perform these functions in his absence.
- Lead, counsel, and perform the Holy Ordinances of Baptism and the Lord's Supper (Communion).
- The Pastor will visit members, who are hospitalized, confined to home, or in an extended care facility, and provide spiritual and emotional support communicating an attitude of care.
- The Pastor will work with various ministries to provide leadership in planning, managing, and organizing programs for discipleship and ministry that nourishes and inspires God's people.
- The Pastor must be aware and demonstrate an inter-generational approach to ministry, spiritual growth, and congregation formation.
- The Pastor will get to know and listen to the congregation, inviting diverse perspectives and encouraging open and godly communication in order to seek God's will for the Church, discover the needs, gifts, goals, and vision of the congregation.

SECTION I: PASTORAL APPLICATION

PERSONAL INFORMATION

Name: Last: _____ First: _____ Middle: _____

Are you known by another name: _____

Current Address: _____
Street City State Zip

Mailing Address, if different: _____
Street City State Zip

Numbers: Home: _____ Cell: _____ Business: _____ Other: _____

E-mail Address: _____ Driver's License State/Number: _____

Preferred method of contact regarding this position? Home: ☐ Cell: ☐ Business: ☐ Email: ☐ Mail: ☐

Birth Date: _____ Birth Place: _____ Number of years lived in the U.S.? _____

If hired, can you present proof of your legal right to live and work in this country? Yes ☐ No ☐

Please list all address and residence periods for the last ten (10) years:

Previous Address Information (Complete only if at current address for less than ten years):

Home Address: _____
Street City State Zip

Home Address: _____
Street City State Zip

Home Address: _____
Street City State Zip

Social media footprint (e.g., Twitter handle, LinkedIn, Facebook page, Instagram, etc. if applicable):

Digital media (e.g., Links to podcasts, vlogs, blogposts, etc. if applicable):

Are you able to perform essential functions of this position with or without reasonable accommodation?

Yes ☐ No ☐ If needed, please explain (*Attach an additional sheet, if necessary*).

PERSONAL INFORMATION CONTINUED:

Marital Status: (Check one): Single ☐ Married ☐ Widowed ☐ Divorced ☐

If married, Spouse's Full Name: _____

Number of years of marriage: _____ (Please include a copy of the marriage license.)

Number of Children: _____ Children Ages/Names: _____

Have you ever been divorced? If so, please list your marital history (names/dates/children):

Please list your hobbies and special interests: _____

Please list the training and major interests of your spouse: _____

Please list your spouse's attitude toward your vocation: _____

Do you have any other vocational or jobs skills? _____

Please list the approximate amount of debt owed other than mortgage: _____

SECTION II: ORDINATION AND CURRENT CHURCH

Are you licensed? Yes ☐ No ☐

Are you ordained? Yes ☐ No ☐

Ordination date and place: _____ By Whom: _____

Address: _____
Street City State Zip

Name of your current church-home? (Where you presently hold membership.)

_____ Phone: _____

Address: _____
Street City State Zip

SECTION III: EDUCATIONAL BACKGROUND

Undergraduate School: _____

From: _____ To: _____ Did you graduate? Yes ☐ No ☐

Degree: _____

Major: _____ Minor: _____

Seminary School: _____

From: _____ To: _____ Did you graduate? Yes ☐ No ☐

Degree: _____

Graduate School: _____

From: _____ To: _____ Did you graduate? Yes ☐ No ☐

Degree: _____

Doctorate (If applicable): _____

From: _____ To: _____ Did you graduate? Yes ☐ No ☐

Degree: _____

Other School: _____

From: _____ To: _____ Did you graduate? Yes ☐ No ☐

Degree: _____

Major: _____ Minor: _____

SECTION IV: MILITARY BACKGROUND

Are you a Veteran? Yes ☐ No ☐

Branch: _____ From: _____ To: _____

Rank at Discharge: _____ Type of Discharge: _____

SECTION V: EMPLOYMENT WORK HISTORY

Please list your employers, beginning with the current or most recent employer first.

Employer #1 Name: _____

Street Address: _____
City State Zip Code

Position/Title: _____ Type of Employment: Full-Time: ☐ Part-time: ☐

Start Date: _____ End Date: _____ Supervisor: _____

Reason for Leaving: _____

Employer #2 Name: _____

Street Address: _____
City State Zip Code

Position/Title: _____ Type of Employment: Full-Time: ☐ Part-time: ☐

Start Date: _____ End Date: _____ Supervisor: _____

Reason for Leaving: _____

Employer #3 Name: _____

Street Address: _____
City State Zip Code

Position/Title: _____ Type of Employment: Full-Time: ☐ Part-time: ☐

Start Date: _____ End Date: _____ Supervisor: _____

Reason for Leaving: _____

Employer #4 Name: _____

Street Address: _____
City State Zip Code

Position/Title: _____ Type of Employment: Full-Time: ☐ Part-time: ☐

Start Date: _____ End Date: _____ Supervisor: _____

Reason for Leaving: _____

Employer #5 Name: _____

Street Address: _____
City State Zip Code

Position/Title: _____ Type of Employment: Full-Time: ☐ Part-time: ☐

Start Date: _____ End Date: _____ Supervisor: _____

Reason for Leaving: _____

SECTION VI: REFERENCES

Please list a minimum of four (4) references consisting of clergy, employer and personal (persons not related to you).

Full Name: _____ Relationship: _____

Organization: _____ Telephone Number: _____

Address: _____
Street City State Zip

Email: _____

Full Name: _____ Relationship: _____

Organization: _____ Telephone Number: _____

Address: _____
Street City State Zip

Email: _____

Full Name: _____ Relationship: _____

Organization: _____ Telephone Number: _____

Address: _____
Street City State Zip

Email: _____

Full Name: _____ Relationship: _____

Organization: _____ Telephone Number: _____

Address: _____
Street City State Zip

Email: _____

Full Name: _____ Relationship: _____

Organization: _____ Telephone Number: _____

Address: _____
Street City State Zip

Email: _____

SECTION VII: BACKGROUND INFORMATION

Each candidate will be subject to reference checks, a criminal and background search, a credit and financial history review, and a pre-employment drug screen.

If you answer “Yes” to any of the questions in the section below, please attach a separate sheet indicating the nature of the suit, charge or offense, when and where charged, the date, court, and disposition or other appropriate explanation. Information concerning an arrest or a conviction record will not automatically bar an applicant from employment. Factors such as 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.

- A. Have you ever been arrested for any offense? Yes ☐ No ☐

If yes, please state nature of the charge(s), when and where charged and the case disposition.
(Attach additional sheet, if necessary.)

- B. Have you ever been convicted of any crime? Yes ☐ No ☐

If yes, please state nature of the conviction(s), when and where and the case disposition.
(Attach additional sheet, if necessary.)

Adjudication withheld? Yes ☐ No ☐

- C. Have you ever been charged in administrative, civil or criminal proceedings with improprieties regarding children? Yes ☐ No ☐

If yes, please state the nature of the action(s), when and where and the disposition.
(Attach additional sheet, if necessary.)

- D. Have you ever entered a plea of not guilty or guilty over plea of no contest, 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?

Yes ☐ No ☐

If yes, please state nature of the action(s), when and where and the disposition.
(Attach additional sheet, if necessary.)

SECTION VII: BACKGROUND INFORMATION CONTINUED:

- E. Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave or vacate your job or volunteer position on the grounds of any unlawful sexual behavior, or violation of the employer's sexual misconduct or harassment policy? Yes ☐ No ☐

If yes, please state nature of the action(s), when and where and the disposition.

(Attach additional sheet, if necessary.)

- F. Are you presently being investigated or under a procedure to consider your discharge by your present employer? Yes ☐ No ☐

If yes, please state nature of the charges(s), when and where charged and the disposition.

(Attach additional sheet, if necessary.)

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

Yes ☐ No ☐

If yes, please state nature of action(s), when and where and the disposition.

(Attach additional sheet, if necessary.)

- H. Have you ever been a plaintiff or defendant in an administrative, civil matter or lawsuit?

Yes ☐ No ☐

If yes, please state nature of the action(s), when and where and the disposition.

(Attach additional sheet, if necessary.)

- I. Have you ever been treated for substance or alcohol abuse? Yes ☐ No ☐

If yes, please state nature of the action(s), when and where and the disposition.

(Attach additional sheet, if necessary.)

SECTION VII: BACKGROUND INFORMATION CONTINUED:

J. Driver's License _____ Suspended _____ (or) Revoked _____ If yes, please explain:

K. Have you held a position that required bonding? Yes ☐ No ☐

If yes, please state nature of the position. (*Attach additional sheet, if necessary.*)

L. Have you ever been accused or charged of sexual harassment? Yes ☐ No ☐

If yes, please state nature of the action(s), when and where and the disposition.

(*Attach additional sheet, if necessary.*)

M. Have you ever filed bankruptcy? If so, please explain:

N. What has led you to consider the pastoral position with King Solomon Missionary Baptist Church? (*Attach additional sheet, if necessary.*)

O. Pastoral Experience (Begin with present or most current, if different from employer's list.) (*Attach additional sheet, if necessary.*)

Name of Church: _____ Position: _____

Church Address: _____ City/State/Zip: _____

Employment Dates: From _____ To _____

Name of Pastor (if applicable): _____

Reason for leaving: _____

Name of Church: _____ Position: _____

Church Address: _____ City/State/Zip: _____

Employment Dates: From _____ To _____

Name of Pastor (if applicable): _____

Reason for leaving: _____

P. Please describe your experience concerning church growth and membership retention. (*Attach additional sheet, if necessary.*)

SECTION VIII PERSONAL EVALUATION AND DOCTRINAL INFORMATION

PERSONAL EVALUATION

What do you perceive your primary task and role to be as a Pastor? Please explain in detail.

DOCTRINAL INFORMATION

With number 1 being the most important and number 10 being the least important, please number each item in the order of importance according to your philosophy of ministry:

- | | |
|--|---|
| <input type="checkbox"/> Preaching | <input type="checkbox"/> Teaching |
| <input type="checkbox"/> Counseling | <input type="checkbox"/> Dealing with Interpersonal differences |
| <input type="checkbox"/> Administration/Leadership | <input type="checkbox"/> Discipleship |
| <input type="checkbox"/> Evangelism | <input type="checkbox"/> Building Relationships |
| <input type="checkbox"/> Visitation | <input type="checkbox"/> Motivating and Inspiring Others |

Briefly, please provide your philosophy of ministry. Include your convictions regarding:

The Role of Church Leaders:

Discipleship:

Evangelism:

Church Polity:

Any other areas of ministry you believe are important:

SECTION IX: APPLICANT CHECKLIST

- ☐ Letter of Interest, current resume (including detailed listing of ministerial/pastoral experiences and accomplishments).
- ☐ Completed application.
- ☐ DVD/CD of a sermon delivered within the past year.
- ☐ Current, relevant Ministerial License (s), Ordination Certificate with the appropriate seal.
- ☐ Certified copies of degrees mailed from the issuing accredited institution(s).
- ☐ Reference letters from each of the following:
 - Current and/or former Pastor (1)
 - Personal (not related) (2)-one must be from a lay person/member of a church
- ☐ Completed and signed Application Checklist.
- ☐ Current color photo (head shot) (5x7).
- ☐ Copy of Driver's License or State Identification.
- ☐ Copy of DD214, if reporting Military Status.

NOTE: Any Application Packet that does not include the items listed above WILL NOT BE CONSIDERED. THERE ARE NO EXCEPTIONS.

Applicant Print Name: _____

Applicant Signature: _____

Date: _____

SECTION X: CERTIFICATION AND RELEASE OF INFORMATION

The Pastoral Search Committee reserves the right to verify any information provided by the applicant. Please read and initial the statements listed below, then sign the application.

_____ I certify that the information given by me to the questions on this application, including representations in my resume, if given, are true and accurate to the best of my knowledge and have been made with no mental reservations whatsoever. Further, I have not withheld any information that may adversely affect my opportunity for consideration of employment. I understand that misleading or false statements will constitute sufficient cause for refusal of hire, immediate termination of employment and covenant agreement.

_____ I understand that neither the acceptance of this application nor the subsequent entry into any type of employment and covenant relationship with the King Solomon Missionary Baptist Church creates an actual or implied employment. I understand that, if I am offered and accept employment with the King Solomon Missionary Baptist Church it will be on an **“at-will” basis**. This means that either the King Solomon Missionary Baptist Church or I have the right to terminate the employment relationship any time for any reason, with or without cause, without incurring legal liability.

_____ I authorize the release of national and state criminal records, as well as credit and financial history report to the King Solomon Missionary Baptist Church. I authorize the schools, my former employers, and people named in this application to release to the King Solomon Missionary Baptist Church any information requested to verify the information on this application, including my education, character and employment history. I also give the King Solomon Missionary Baptist Church permission to use the information acquired to conduct a criminal history and background search on me.

_____ I further understand that if I am a finalist, I must submit to a pre-employment drug screen.

Name: _____

Signature of Applicant: _____ Date: _____

**Mail Application Packet to: King Solomon Missionary Baptist
Church C/O Deacon Terence Hill,
Chairman Pastoral Search Committee
2220 West Coldwater Road
Flint, Michigan 48505**

Email Application Packet to: kingsolomon2220@outlook.com

KING SOLOMON MISSIONARY BAPTIST CHURCH

2220 WEST COLDWATER ROAD FLINT, MI 48505

(810) 787-9791

PERSONAL CHRISTIAN EXPERIENCE

Please identify and discuss those experiences that you view as having been especially important in the development of your own Christian faith and life. *(Use additional space if you desire.)*

PASTORAL AND/OR MINISTERIAL EXPERIENCE

Please discuss your previous pastoral, ministerial, or Christian service experience. For each experience, discuss what your responsibilities were, how long you served, the most important contributions you believe you made, and your reasons for leaving. If you have had a long pastoral career, focus on your last two or three pastorates. *(Use additional sheets if you desire)*

TELL US ABOUT YOUR PASTORAL/MINISTERIAL PHILOSOPHY

Your responses to the following questions may be brief. Some of these questions may be explored further if you are called for an interview.

1. What role do you see for the Sunday School in your Church Program?
2. What would you visualize for King Solomon Missionary Baptist Church in the next 5 years?
3. How do you see yourself working with the various ministries, auxiliaries, and committees in King Solomon Missionary Baptist Church?
4. What do you visualize as the function of youth in your program?
5. What are your thoughts on a Pastor's involvement in Community affairs? (religious or secular)
6. What are your thoughts on Tithing?
7. How do you feel about special days?

8. What is your feeling on community outreach ministries?

Thank you for your time in completing this Pastor's Information Form.

Signature _____ Date _____