

Mt. Hebron Baptist Church - PASTOR
PO Box 12218
Rock Hill, SC 29730
Att: Pastoral Search Committee
Email: MtHebron262@yahoo.com

Date Posted: Until January 31, 2019

Denominations: Baptist

Church Size: 200 plus

Position: Pastor

Job Description:

Mt. Hebron Baptist, a 125-year-old church is actively seeking Lead Pastor due to the retirement of pastor after devoting 40 plus years of service. This individual will shepherd us in our objective to call all people to become fully devoted followers of Jesus while passionately expressing our love for God, loving others, and seeking to live in the realities of the book of Acts.

Working in collaboration with church leadership, this person will:

- Oversee all aspects of the worship experience. Deliver impactful, relevant preaching that is directly applicable to daily life and inspires growth.
- Foster the spiritual growth of church members beyond the worship experience through avenues such as small groups, Bible study, outreach and fellowship.
- Direct church operations to support a sustainable model of ministry.
- Set strategic direction for the church. Establish goals and drive towards outcomes with measurable results (where feasible).
- Develop, mentor and empower staff and volunteers to effectively lead ministries (e.g., children, youth, worship, etc.).
- Build relationships within the community to identify opportunities for outreach/service and oversee execution on them.

The end will result a congregation that is healthy, passionate and growing - both in spiritual maturity and in number.

The ideal candidate:

- Meets the Biblical qualifications in 1 Timothy 3
- Has a Spirit-filled character and follows the four essentials of the New Testament church in Acts 2:42:
 - Emphasizes the power and practice of prayer
 - Accurately and enthusiastically delivers the Word of God
 - Encourages the family culture through the fellowship of believers
 - Encourages corporate worship and breaking of bread
- Is gifted in attracting, cultivating and retaining relationships with a broad spectrum of individuals
- Displays a collaborative approach to leadership while also being willing to make sound decisions under pressure when necessary
- Possesses strong communication skills, both in one-on-one and group settings
- Takes an organized approach to church operation, setting priorities and maintaining focus to achieve optimal outcomes
- Has a proven record of fiscal responsibility
- Demonstrates flexibility in approach with an eye for excellence

Formal Biblical or seminary education preferred.

MOUNT HEBRON BAPTIST CHURCH – PASTOR APPLICATION

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? <input type="checkbox"/> YES <input type="checkbox"/> NO <input type="checkbox"/> N/A		
Number of years lived in the U.S. _____		
Marital Status: Married Separated Divorced Widowed Single		
<input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>		
If Married, Name of Spouse: _____		
Is this your first Spouse? <input type="checkbox"/> YES <input type="checkbox"/> NO		
<input type="checkbox"/> <input type="checkbox"/>		
Names and Ages of Children:		
Are you ordained? YES NO		
<input type="checkbox"/> <input type="checkbox"/>		
Date and Place of Ordination: _____		
Denomination: _____		
Have you been baptized by immersion? <input type="checkbox"/> YES <input type="checkbox"/> NO		
If you have not been baptized by immersion, would you consider being baptized by immersion? YES NO		
<input type="checkbox"/> <input type="checkbox"/>		
HAVE YOU EVER FILED FOR BANKRUPTCY? <input type="checkbox"/> No <input type="checkbox"/> Yes		
If yes, please state the nature and circumstances of the bankruptcy:		
HAVE YOU EVER BEEN CONVICTED OF A FELONY? <input type="checkbox"/> No <input type="checkbox"/> 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 list courses attempted and whether or not 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 to consider your discharge for misconduct by your present employer? 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 child? 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? No Yes

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

Your last job title:

Reason for leaving (be specific):

May we contact this employer for a reference? YES NO

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

Your last job title:

Reason for leaving (be specific):

May we contact this employer for a reference? YES NO

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

Your last job title:

Reason for leaving (be specific):

May we contact this employer for a reference? YES NO

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

Your last job title:

Reason for leaving (be specific):

May we contact this employer for a reference? YES NO

What evidence is there that 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 or relatives 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
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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
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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 Mt Hebron Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Mt Hebron Baptist Church, it will be on an at-will basis. This means that either Mt Hebron Baptist Church or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.

Signature of applicant _____ Date: _____