



Israel Missionary Baptist Church
2071 Hosea L. Williams Drive, S.E.
Atlanta, Georgia 30317

Senior Pastor Vacancy Announcement – HOW TO APPLY

Application Acceptance Period: May 10, 2019 through June 10, 2019
Candidate Application Packet Must Be Received by: June 10, 2019

All interested persons who wish to be considered must submit a completed candidate application packet consisting of the following:

1. Cover letter, Application for Employment, completed Questionnaire, Resume and References;
2. Copies of Ordination, License, Degrees and other related Certificates

Submission: Electronically Submit the Candidate Application Packet to:
imbcpulpitcommittee7@gmail.com

Candidate Application Packet received after June 10, 2019 and/or that does not contain the requested information will not be considered.

Candidates selected for further consideration will be notified and asked to provide additional information in the selection process. Those candidates must consent to a reference check, criminal background check, updated physical, drug screening test and credit and a financial history review (performed through outside agency to ensure complete confidentiality) in order to advance through the process.

All information presented will be treated as **CONFIDENTIAL**.

NO PHONE CALLS PLEASE



“A CHURCH WITH A CHRIST-LIKE SPIRIT AND A GOD GIVEN PROGRAM”

IN SEARCH OF A GREAT SENIOR PASTOR

Israel Missionary Baptist Church

Israel Missionary Baptist Church is a God fearing ministry that was founded five decades after slavery was abolished. IMBC was founded April 17, 1916 by a prayer band that through the common thread of faith desired a place where they could worship God in truth and spirit; a place where they could become, “A church with a Christ-like spirit and a God given program. In its 103 years of worshipping God and serving God’s people, IMBC has had only three Senior Pastors. In 1964, Reverend William Smith (Emeritus) accepted the pastorate of IMBC 200 God fearing members. Under his leadership and God given vision, the church experienced unprecedented growth. The overflowing church was propelled to greater heights with the capacity to become one of God’s greatest churches, was yet to reach its zenith.

IMBC has an innumerable community presence that is local, national and international. IMBC passion for the total Christian can be witnessed through an expansive list of ministries that serve the needs of all people. The ministry is about loving, leading, living for Christ and are committed believers.

IMBC present massive edifice is located in Atlanta, Georgia, in the diverse historic Kirkwood Community.

We are a great people, with great power, seeking a great Senior Pastor!

Senior Pastor Position Description

Senior Pastor is one who can masterfully communicate the Word of God with the transforming power of Jesus Christ. The Senior Pastor is accountable for providing spiritual, pastoral and strategic leadership for IMBC by working with the Board of Deacons and Church Leadership/Management to establish short-term and long-range goals, strategies, plans and policies. This position operates in a leadership role in formulating and articulating IMBC’S vision, mission and core values of Christianity through preaching, teaching, administration, stewardship and outreach. The Senior Pastor must show evidence of a strong personal relationship with Jesus Christ through demonstration of spiritual maturity and moral integrity. The Senior Pastor must be called to a life of servitude as demonstrated by biblical principles. The Senior Pastor is relational with the ability to connect with all people, all age groups with a commitment and passion to love and care for all people. Requirement: A minimum of five years in a large church as Senior Pastor or Associate Pastor.

Spiritual Requirements

The Senior Pastor must evidence a personal relationship with Jesus Christ through the demonstration of godly character, active church membership, and good personal and financial stewardship.

Education, Experience and Expectations

- ♦ Being called and appointed by God to minister the Word of God to God's people.
- ♦ Be called to a life of servitude as demonstrated by Jesus Christ.
- ♦ Ability to shepherd ALL people with a commitment and passion to love and care for ALL people.
- ♦ A passion toward prayer and study for increased knowledge and understanding of the Word of God and God's direction for living a Godly lifestyle.
- ♦ A passion to impart the Word of God to believers and non-believers through effective preaching and teaching in all forms (internally and externally).
- ♦ Proven ability to resolve conflicts to life issues with wisdom, maturity and sound Christ-like compassion.
- ♦ Display spiritual maturity and moral integrity living in Godly character of excellence for following Jesus Christ.
- ♦ Agreement with IMBC Constitution
- ♦ Be a tithing member of IMBC
- ♦ Biography (one page maximum)
- ♦ Minimum four-year degree from accredited College/University
- ♦ Provide three (3) letters of recommendations:
 1. Ministerial
 2. Community/public based organization
 3. Non-family member

Responsibilities

- ♦ Regularly and consistently dedicates time for devotion and prayer for strategic guidance from God.
- ♦ Regularly conducts worship services, meetings and conferences to provide direction/leadership for spiritual and organizational development.
- ♦ Regularly conducts special services such as weddings and funerals.
- ♦ Remains accessible to leadership for direction and guidance regarding church, business and civic matters regarding IMBC.
- ♦ Spearheads the development, communication and implementation of effective growth strategies and processes for spiritual and organizational growth.
- ♦ Plans, develops organizes, implements, direct and evaluate the organization's fiscal function and performance'
- ♦ Actively participates in the development of IMBC'S plans and programs as a strategic partner that reaches out to the unchurched in the local, national, and international communities, as well as, ensuring the local congregational body is receiving regular Christ-centered teaching/preaching for spiritual growth.
- ♦ Evaluates and collaborates with key leaders to develop and implement short-range plans and long-range planning, introducing new programs/strategies to obtain established objectives.
- ♦ Provides strategic financial input and leadership on decision making issues affecting the organization; i.e. evaluation of potential alliances, purchases, building projects, etcetera.
- ♦ An advisor from the financial perspective on any contracts into which IMBC may enter.
- ♦ Evidence good team skills and maintains good interpersonal relationship through effective working relation with membership, leadership, community, peers, volunteers and external relationships and contacts.
- ♦ Communicates effectively through various modes of oral, written and electronic media.

Competencies

* The Senior Pastor should demonstrate the following competencies to perform the essential functions of this position. Analytical, Problem Solving, Oral Communication, Written Communication, Delegation, Leadership, Management, Judgment, Planning/Organizing.

* Proven knowledge and understanding of the Holy Bible for effective teaching and communication of biblical Christian principles for Godly living are a must.



Interested candidates should submit their applications, resumes and completed questionnaire electronically by **June 10, 2019 to:**

Email: IMBCpulpitcommittee7@gmail.com

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*Israel Missionary Baptist Church
2071 Hosea L. Williams Drive
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We are an Equal Opportunity Employer and committed to excellence through diversity.



**A CHURCH WITH A CHRIST- LIKE SPIRIT,
AND A GOD GIVEN PROGRAM”**

Pastoral Application

Please print or type. The application must be fully completed to be considered.

Please complete each section, even if you attach a resume.

Date: _____

I. PERSONAL DATA

Name _____
(Last) (First) (Middle)

Address _____
(Number and Street) (City) (State) (Zip)

Phone Number(s) _____

Are you legally eligible to work in the United States? Yes No

Can you provide a valid social security number and identification? Yes No

Are you a veteran? Yes No

II. REFERENCES (Professional and Character)

1. Name _____ Years known _____

Address _____

Phone Number _____ Occupation _____

2. Name _____ Years known _____

Address _____

Phone Number _____ Occupation _____

3. Name _____ Years known _____

Address _____

Phone Number _____ Occupation _____

Do you object to us contacting any of your listed references? Yes No

If yes, please explain _____

III. What are your salary requirements? _____

If requested, are you willing to provide at least two (2) of your most recent sermon tapes (video if available), each labeled with your name, title of sermon, and date given? Yes No

If selected for employment, are you willing to submit to a background check? Yes No
(Kindly let us know of any concerns we might discover) _____

I hereby give authority to the *Israel Missionary Baptist Church* to make any background checks regarding my schooling, medical and psychological records, credit record, civil records and to call on any persons who will truthfully speak on my past and my abilities.

Signed _____ Date _____

IV. Carefully read and answer the questionnaire completely

DATE _____ NAME _____

EMAIL _____ CELL NUMBER _____

PROFESSIONAL ACCOUNTABILITY

Please describe your view on how a pastor should function with regards to:

Church Finances

Relationship with Church/Ministry Leaders

Relationship with Staff

Relationship with Deacons

Relationship with Congregation

SOCIAL, THEOLOGICAL AND ETHICAL

Please describe briefly your position on the following issues:

Abortion

Addiction

Homosexuality/Lesbianism

Marriage/Divorce/Remarriage

Women in Ministry

PASTORAL MINISTRY

Why do you seek to leave your current ministry position?

Briefly describe your call to ministry.

What do you perceive to be your spiritual gifts, and how have you employed them in ministry?

What do you believe to be the central doctrines of the Christian church?

Briefly describe the form of church government with which you most closely align yourself.

What do you perceive your primary task as a pastor to be?

What is the primary purpose of the local church?

What do you believe are the most essential ministries of the church?

What is your philosophy of church growth?

What are your views on administrating church discipline? Give an example of how you have addressed a situation requiring church discipline in the past.

What is your view of the Pastor's role and commitment to external activities such as Denominational Offices, meetings, business ventures, speaking and teaching engagements, etc.

What is your greatest personal struggle?

On a scale of 1-10, with 10 being the highest, evaluate yourself in the following areas **and** also rate in order of importance to you.

	Self Evaluation	Order of Importance
Preaching	_____	_____
Teaching	_____	_____
Love of God	_____	_____
Love for God's People	_____	_____
Counseling	_____	_____
Building Relationships	_____	_____
Motivating Others	_____	_____
Administration	_____	_____
Evangelism	_____	_____
Dealing with Interpersonal Differences	_____	_____

CAREFULLY READ EACH STATEMENT BEFORE SIGNING AT THE BOTTOM

INFORMATION RELEASE

“I certify that the information I have provided in this questionnaire and all related material is true and correct to the best of my knowledge and belief, and are a full and complete disclosure. I understand that, if employed, falsified statements on this questionnaire shall be grounds for dismissal. I waive any rights I may have to Confidentiality as pertinent to the process carried out by IMBC Pastor Search Committee or its representative. I release such persons and organizations from any legal liability in making such statement.”

I further understand that I am expected to work within the framework of the Constitution and By-laws established by this church should I become it's Pastor.

I have read, understand, and agree to the above statements.

By typing in your name, signing your name along with a date, you are verifying that you agree with the above statement.

Printed Name _____

Signature _____

Date _____

CONFIDENTIALITY STATEMENT

All confidential information contained within this application remains the exclusive property of IMBC. Once the process is completed, all applications will be properly destroyed.