



Mount Paran Missionary Baptist Church ©

MOUNT PARAN MISSIONARY BAPTIST CHURCH

1319 Moss Drive

Chattanooga, TN 37411

Phone: (423) 629-2377: Finance Office: (423) 629-2533

Email address: mountparanbaptist@epbfj.com

January 20, 2020

PASTORAL VACANCY

The Mount Paran Missionary Baptist Church located at 1319 Moss Drive, Chattanooga, Tennessee is prayerfully seeking a Pastor. He must be called by God and of Missionary Baptist faith to serve as the spiritual leader of our congregation, with a vision to build and help the congregation grow spiritually and numerically. The candidate must adhere to the New Testament qualifications for pastor, as found in 1 Timothy 3:1-7 and Titus 1:5-9.

Qualified candidates interested in our pastoral vacancy shall complete the provided Pastoral Application Packet and submit it along with complete contact information and e-mail address to the following address by June 15, 2020.

Mount Paran Missionary Baptist Church
Attention: Pulpit Committee
P.O. Box 8249, Chattanooga, TN 37411

Pulpit Committee

“Not by might, nor by power, but by my Spirit, says the Lord of hosts,” (Zech. 4:6).



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PASTORAL APPLICATION PACKET MOUNT PARAN MISSIONARY BAPTIST CHURCH

Mount Paran Missionary Baptist Church was founded in 1879 in South Chattanooga. The church was organized under the leadership of Reverend George Weathers and was located in a house on Sidney Street. In April of 1886 a major flood occurred and most of Chattanooga went underwater. After the flood, people were scattered all over the city. In 1889 the Reverend John Moore along with a hand full of family members pulled together and Reverend Moore purchased a house with his personal funds and remained Pastor of the Church until he died.

Mount Paran Missionary Baptist Church continued to grow and a decision was made to demolish the old Church and rebuild a larger church on the third Sunday in September in 1923. Worship services continued and were held in the basement of the parsonage until the fifth Sunday in May 1925 when the new church was completed. The mortgage on the church was paid off at 20th and Cowart Street. In 1973 the church moved to the current location in the Eastdale community at 1319 Moss Drive under the leadership of Reverend A. L. Goode.

THE MISSION OF MOUNT PARAN MISSIONARY BAPTIST CHURCH is to give witness by declaring the gospel of Jesus Christ through worship, teaching and preaching; by demonstrating the love of Jesus Christ through fellowship and ministering to all human needs of the heart, mind, and body; and desiring that all may experience the saving power of Jesus Christ in this life and in the life to come.

VALUE STATEMENT:

The congregation of Mount Paran Missionary Baptist Church seeks to display Godly character through integrity, trustworthiness and humility.

“Not by might, nor by power, but by my Spirit, says the Lord of hosts,” (Zech. 4:6).



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If you desire to apply for the Senior Pastoral position at Mount Paran Missionary Baptist Church, please submit the following application forms and the requested documents to the Pulpit Committee at the following address

Mount Paran Missionary Baptist Church
Attention: Pulpit Committee
P.O. Box 8249, Chattanooga, TN 37411

- **APPLICATION FORM**

Please fully complete the attached application forms including signature and date. Missing information may result in automatic disqualification.

- **COVER LETTER**

Please express your desire to apply for the position of Senior Pastor at Mount Paran MBC.

- **RESUME**

Provide a summary of your relevant ministry and professional experience, education, and references.

- **LICENSES AND CERTIFICATES**

Copies as noted in the application form. Please also provide a copy of your driver's license.

- **RECENT PHOTOGRAPH**

Please submit a photograph of yourself within the past six (6) calendar months.

- **SAMPLE SERMONS**

Please provide a minimum of two (2) audio or video samples of sermons within the past six (6) calendar months.

- **DOCTRINAL STATEMENT**

Please submit your personal doctrinal beliefs in written form.

“Not by might, nor by power, but by my Spirit, says the Lord of hosts,” (Zech. 4:6).

Pre-employment and other background checks will be included in this process. The purpose of the background checks is to ensure a safe environment, to protect the church's assets, including its employees, members, programs, services, and private information, as well as to assist in the hiring process.

I accept and adhere to Mount Paran Missionary Baptist Church's Articles of Faith and Doctrinal Statements. I attest that all information I have provided is accurate and complete.

Signature

Date

Printed Name

Confidentiality: All information contained in the application will be used exclusively by Mount Paran MBC Pulpit Search Committee. Upon completion of the process, all application forms will be destroyed.

Completed Application packets must be received no later than June 15, 2020.

****PLEASE NOTE: CANDIDATE WILL BE SUBJECT TO DRUG TESTING.**

JOB DESCRIPTION FOR PASTOR

The position of Pastor of Mount Paran Missionary Baptist Church is the highest spiritual office in the Church. (1 Timothy 3:1-7; Titus 1:5-10) The Pastor's responsibility is to proclaim the Gospel of Jesus Christ, teach the Bible, provide Christian leadership in all areas of the church and to engage in pastoral care of the congregation.

QUALIFICATION OF PASTOR

- He must demonstrate the call of God on his life.
- He must be ordained in the Baptist Church.
- He must be a natural born male.
- He must be above reproach. This means that he must demonstrate a good report among the Church and the world.
- He must be serious in his love for God and people. It must be demonstrated in his actions and his commitment to the ministries of the Church.
- He must be truthful in all manner of speech. He must not be double-tongued and malicious.
- He must not be given to addictive or to controlling substances. He must not be a drunkard, given to controlling substances and pornography.
- He must not be greedy and dishonest for money. He must not engage in unlawful peddling for financial gain and making merchandise of people and the word of God.
- He must uphold the word of God in honesty. He must honor the word of God by rightly dividing the truth; not using it to his own deceptive motives.
- He must be able to teach and preach. He must be able to teach the word of God in respect to sound doctrine to build and edify the Saints of God.
- He must be a student of the Word. He must demonstrate a life of discipline in Biblical studies both academically and personally which continues as a lifelong pursuit.
- He must provide proper documentation of experience in ministry.
- He must be proven worthy. He must not be a novice or a new convert. He must demonstrate a life of spiritual maturity and have a servant heart that is required for the said office.
- He must be able to demonstrate a high level of leadership in Church administration. He must be able to demonstrate servant leadership as well as having the gifts of collaboration and team leadership.
- He must be a visionary. He must be able to develop a shared vision that coincides with the Church's mission and values. He must also be able to properly articulate it.
- He must be a generous giver to the Church. His life should be characterized by generosity which includes his time, treasure and talent, motivated by a pure heart.

EDUCATION

- Bachelor's Degree preferred with emphasis in Biblical and Theological Studies.
- Seminary Training and have at least a two (2) year Associate Degree.
- If you have military training, E-7 status, Associate Degree not needed but must demonstrate other skills with proof.
- If no Seminary Training, Associate Degree, or military training, must have been a Pastor with five (5) to ten (10) years pastoring an established Missionary Baptist Church and pursue continuing education in ministry.

DUTIES OF PASTOR

- Feed the flock of God. He must preach and teach the word in an expository manner. (Acts 20:28; 1 Peter 5:1-4)
- He must lead with skill and qualities that would be able to handle the challenges of the Church. (Psalm 78:72)
- He must protect the flock from false teachers and heresy and anything that would endanger the spiritual and physical well-being of the flock.
- He must equip the Church for the work of the ministry by teaching the flock to be effective in evangelism and discipleship. (Ephesians 4:12; 2 Timothy 4:5)
- He must work cooperatively with leaders and staff to achieve the goals and objectives of the Church.
- He must provide administrative leadership in all areas of the Church.
- Plan and conduct worship service, prepare and deliver sermons, and lead in the observances and ordinances.
- Pastoral activities include but are not limited to:
 - i. Sermon preparation
 - ii. Visitation of members
 - iii. Counseling
 - iv. Conduct funerals and being available for the family
 - v. Conducting wedding activities
 - vi. Community outreach
- He must lead the Church in planning, organizing, directing, coordinating, and evaluating the total program and progress of the Church.
- Cooperate with denominational leaders in matters of mutual interest and concern; keep the Church informed of denominational development; represent the Church in civic matters.

PREFERRED SKILLS

- Excellent leadership abilities; must be able to consistently make intelligent decisions under pressure; possess good judgment, initiative, good attitude, strong inter-personal skills and dependability.
- Effective preaching, teaching, and discipleship skills.
- Solid communication skills, strong critical and analytical thinking skills and appreciation of diversity.
- Experience in areas such as counseling, business administration, and business acumen.

MOUNT PARAN MISSIONARY BAPTIST CHURCH PASTOR APPLICATION FORM

PERSONAL INFORMATION	DATE _____									
Name _____ <small style="display: flex; justify-content: space-between; width: 100%;"> Last First Middle </small>										
Present address _____ <small style="display: flex; justify-content: space-between; width: 100%;"> Street City State Zip </small>										
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: <input type="checkbox"/> Married <input type="checkbox"/> Separated <input type="checkbox"/> Divorced <input type="checkbox"/> Widowed <input type="checkbox"/> Single										
If Married, Name of Spouse: _____										
Is this your first Spouse? <input type="checkbox"/> YES <input type="checkbox"/> NO										
Names and Ages of Children:	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr><td style="width: 60%; height: 20px;"></td><td style="width: 20%;"></td><td style="width: 20%;"></td></tr> <tr><td style="height: 20px;"></td><td></td><td></td></tr> <tr><td style="height: 20px;"></td><td></td><td></td></tr> </table>									
Are you ordained? <input type="checkbox"/> YES <input type="checkbox"/> NO										
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? <input type="checkbox"/> YES <input type="checkbox"/> NO										
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 children? 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? <input type="checkbox"/> YES <input type="checkbox"/> 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? <input type="checkbox"/> YES <input type="checkbox"/> 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? <input type="checkbox"/> YES <input type="checkbox"/> 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? <input type="checkbox"/> YES <input type="checkbox"/> 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?	
<hr/> <hr/>	

LEADERSHIP ROLES

Leadership of a church involves several roles. Consider the following list (Note up to five.)

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?

ISSUES: PLEASE BRIEFLY STATE YOUR POSITION ON THE FOLLOWING SOCIAL, THEOLOGICAL, AND ETHICAL ISSUES.

Abortion:

Addiction:

Homosexuality:

Marriage/Divorce:

Women In Church Leadership:

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. <u>List your current pastor first</u>		
Name/Complete Address	Phone	Position
Give three references who are qualified to speak of your professional training and experience. <u>List your current or most recent supervisor first.</u>		
Name/Complete Address	Phone	Position

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 Mount Paran Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Mount Paran Missionary Baptist Church, it will be on an at-will basis. This means that either Mount Paran Missionary 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: _____