

Pilgrim Rest Missionary Baptist Church  
208 St. George Avenue  
Dyersburg, TN 38024

### **Senior Pastor Vacancy Announcement – Position Description**

#### **Qualifications:**

- Licensed and ordained Baptist Pastor
- 5-plus years of Pastoral experience as a Baptist Pastor

#### **The Senior Pastor is:**

##### **Accountable for:**

##### **Worship Service**

1. Preaching
2. Worship Leadership
3. Administration of Ordinances
4. Officiate at wedding and funeral of church members

##### **Teaching Role**

1. Teaching (Bible Study, Membership Classes)
2. Training Leaders
3. Evangelistic, Ethical, or Discipleship concerns and issues
4. Pre-marital counseling of church members

##### **Pastoral Care**

1. Counseling of church members
2. Visitation (Evangelism, residential homes, hospitals, nursing homes)
3. Minister to bereaved church members

##### **Administration**

The Senior Pastor is responsible for administration of the total church program though many of the duties of administration will be delegated to staff and volunteer leadership.

#### **The Senior Pastor shall:**

1. Assist all officers, boards, and committees with long range and short term planning and execution of their tasks by consulting, advising, coordinating, and evaluating.
2. Enable each staff member to utilize their gifts in the ministry of the church.

#### **Denominational and Inter-Denominational Activities:**

1. Participate in, but not limited to, the National Baptist Convention and the Tennessee Baptist Association.
2. Cooperate with other local churches in appropriate ecumenical efforts and witness.
3. Be involved in other community agencies and programs.

#### **Personal Growth**

1. Appropriate time for personal reading, research, and meditation.
2. Attend denominational and interdenominational conferences and conventions regularly, and encourage other staff persons and members of the congregation to do likewise.

## **PRIORITY FOCUS AREAS**

### **Interpreting Faith**

- Senior Pastor of Pilgrim Rest Missionary Baptist Church will deliver the gospel message of redemption and growth with depth, understanding, and authority effectively relating to all segments of our congregation.
- The scriptures are to be interpreted in a manner that lay people can understand in adherence to the text.
- Deliver the message grounded in Doctrines of the Baptist church and relevant to congregation.

### **Youth Ministry**

- Commission some youth representation to explore the interest of our youth to create programs and activities to attract youth involvement (sustainability).
- Enhance the Youth Ministry program.
- Encourage youth programs and ideas that will attract youth and engage them.
- Demonstrate the expertise and ability to lead a variety of worship styles that appeal to young adults and will nurture their Christian faith, commitment, and discipleship.

### **Church Growth**

- As a person of vision with strength in motivating persons to follow God's leadership, you will lead church growth and expansion by developing programs and activities that appeal to congregation and community.
- The Senior Pastor's vision for PRMBC should have relevance through community involvement and build ministries through involving our church, the community, and the city of Dyersburg.

### **Preaching**

- To be led by the Holy Spirit, in preaching, to the needs of the congregation. We need one who will shepherd us through the healing and rebuilding.
- The Senior Pastor of PRMBC's theology will be consistent with traditional Baptist beliefs. The application of their theology will be enlightening, embracing the concepts of the believer and the autonomy of our congregation.
- Preach the word in season and out of season.
- Deliver sermons aligned with the beliefs of the Baptist church. The sermons will reflect the beliefs of the Baptist church from a biblical perspective.

### **Conflict Management**

- Project programs that nurture unity within the congregation on an ongoing a consistent basis. Communicate a process for members to resolve conflict among themselves, and be committed to that process.
- Will demonstrate the expertise, knowledge, and ability to assume the leadership role as the Senior Pastor of the church. Management skills and complete knowledge of leading meetings will have a positive and productive influence on church business meeting, advisory council meetings, and any and all meetings of the congregation or groups of members.
- The ability to resolve disputes among members as there will be times when member will have disagreements with each other.

**Pastoral Care**

- The Senior Pastor of PRMBC will demonstrate, by their conduct, behavior, and actions the love of Jesus Christ in all of his relationships within our congregation, within our community, and all others whom they are in contact with an open and caring spirit.
- Be available to the congregation and attentive to the members who need additional attention in event of death, weddings, celebrations, or support.
- Designate to Associate Pastors when needed.

**Christian Education**

- The Senior Pastor of PRMBC will assume the leadership in developing a Christian Education Program for adults and youth of PRMBC based on theological, educational, and historical foundations.
- Working with the Christian Education Ministry to develop a curriculum and establish a direction for Christian Education to resurrect the Christian Education program reflecting that direction.

Submit Pastor Application Form to:  
Pastoral Search Committee/PRMBC  
c/o Deacon Billy Williams  
208 St. George Avenue  
Dyersburg, TN 38024

Or

[PRMBC208@yahoo.com](mailto:PRMBC208@yahoo.com)

**Applications will be accepted through December 1, 2021.**

**PASTOR APPLICATION FORM**

<b>PERSONAL INFORMATION</b>		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: <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:	_____	_____	_____
	_____	_____	_____
	_____	_____	_____
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.

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Please briefly describe your general background: summarize your ministry strengths and weaknesses; ministry preferences and vision; and your special interests in ministry.

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*[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		
<b>Work Experience</b> Please list your work and/or ministry experience for the <b>past five years</b> beginning with your most recent job held. If you were self-employed, give firm name. <b>Attach additional sheets if necessary.</b>		
Name of employer:	Name of last supervisor:	
Address:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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?		
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**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 -***

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***In which of these are you weakest? Explain -***

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What evidence is there to confirm that you have strengths in these?

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**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

**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

**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 of employment. I understand that misleading or false statements will constitute sufficient cause of 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 with Pilgrim Rest Missionary Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Pilgrim Rest Missionary Baptist Church, it will be on an at-will basis. This means that either Pilgrim Rest 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 \_\_\_\_\_

**Instructions for Submitting Application, Resume', & supporting Materials**

Completed applications must be accompanied by resume and may include copies (which will not be returned) of information that may demonstrate your qualifications for the position or support any of the answers you have provided above. Feel free to share links to videos or other documentation that aids the search committee in evaluating your eligibility for the position. The application and any supporting materials can be submitted via email to [prmbc208@yahoo.com](mailto:prmbc208@yahoo.com) with Attention: Pastoral Search Committee in the subject line, or by mail in a sealed envelope to the address below. All questions regarding the application and hiring process should be submitted via email.

Mailing address:  
 Pastoral Search Committee/ PRMBC  
 c/o Deacon Billy Williams  
 208 St. George Avenue  
 Dyersburg, TN 38024