



PASTORAL VACANCY ANNOUNCEMENT

SPRING HILL MISSIONARY BAPTIST CHURCH TUSKEGEE, AL 36083

Greetings in the name of our Lord and Savior, Jesus Christ, from the Pastoral Search Committee of Spring Hill Missionary Baptist Church in Tuskegee, Alabama. We firmly believe that God calls pastors to shepherd His people (Jeremiah 3:15), and with prayerful hearts, we are seeking the individual whom God has chosen to become our Pastor—a shepherd after His own heart.

Our ideal Pastor will be a spiritually mature leader, a dynamic and effective preacher/teacher with a continually growing relationship with Jesus Christ. We are looking for someone whose behavior both inside and outside the church is exemplary, a visionary leader who can discern and communicate God's vision while effectively implementing it through a team-oriented approach. Leadership skills in fostering unity among teams, navigating intergenerational dynamics, and mentoring to enhance the effectiveness of church staff, auxiliaries, and ministries are highly valued.

Furthermore, we seek a Pastor who is a skilled communicator, capable of spreading the Word of God powerfully through biblically based teaching and preaching, nurturing discipleship among our congregation. Humility, integrity, and compassion for both the church and the community are essential traits we desire in our Pastor. We envision our Pastor to be personable and approachable, embracing a cooperative and hospitable manner, while exhibiting emotional intelligence characteristics such as self-awareness, self-discipline, motivation, and empathy in their relationships with SHMBC leaders, members, and external community leaders. We aim to continue shining as a beacon of hope, drawing others to Christ Jesus.

Spring Hill Missionary Baptist Church has proudly served the rural community of Tuskegee, Alabama for over 125 years, and our congregation currently consists of around 85- 100 members. We seek a candidate whose qualifications and giftedness align with 1 Timothy 3:1-7, Titus 1:6-9, 1 Timothy 5:17, 2 Timothy 2:24-25 (Holy conduct), Malachi 3:10 (Tither), and Galatians 5:22-23 (Christian Conduct).

The successful candidate will possess the following qualifications and responsibilities, which include but are not limited to:

- Plan and conduct worship services, prepare and deliver sermons, and serve as the lead in the observance of ordinances (Baptism and the Lord's Supper).
- Lead and teach members and visitors in weekly prayer meetings and Bible Study, membership classes, and discipleship training.
- Visit the sick and shut-in upon request.
- Lead the Church's evangelical growth and effectiveness beyond the walls of the Church.
- Establish a presence in the community with outreach programs and projects.
- Inspire and motivate church members to operate in a spirit of excellence while using their gifts and talents for God.
- Provide pastoral counseling, perform wedding ceremonies, conduct funerals, and perform dedication services of children.
- Lead in planning, organizing, directing, coordinating, and evaluating the Church ministries.
- Work with the leadership and members as they perform their assigned responsibilities and facilitate their training.
- Preside over all business meetings of the Church.
- Work with the leadership and finance department to manage the varied resources of the congregation with effectiveness and efficiency.
- Support and participate with the local district and the National Baptist Convention USA Inc., with which Spring Hill Missionary Baptist is affiliated.
- Must have a clear understanding of the Baptist Doctrine and Articles of Faith.
- Must be an effective communicator, demonstrate the ability to prepare and deliver biblically sound lessons and messages.
- Prefer a record of community involvement.
- Must be committed to church growth and membership retention.
- Must be able to articulate a vision for the church that emphasizes spiritual growth and development.
- The pastor must serve to provide spiritual leadership that will lead the congregation to live in service for Christ.

Licensure/Certification

- Must be a licensed, ordained *Baptist Minister* in accordance with the Baptist Doctrine and Procedures that has received the Divine calling and has demonstrated the commitment to the call.

All applicants must provide the following information:

- Letter of intent (Cover Letter)
- Current Resume
- Copy of Ministerial License
- Certificate of Ordination
- Completed Application
- Five (5) letters of recommendation (2 clergy, 1 personal and 2 layperson)

Other information/items may be required throughout the interview process.

Salary & Benefits

The salary for this position will be determined during the interview process, taking into account the candidate's experience and other relevant factors. Additional benefits may be discussed and negotiated prior to the hiring process.

To Apply

Please visit our church Facebook page, click on the pastor vacancy announcement link, download and print application. You may also request an application by emailing us at shmbc45@yahoo.com.

Please ensure all communication is sent via certified mail to the following address:

**Spring Hill Missionary Baptist Church
Attn: Curley Hall
P.O. Box 830692
Tuskegee, Alabama 36083**

Alternatively, you may submit your complete package via email to shmbc45@yahoo.com. The deadline for applications is September 30, 2023, at 11:59 p.m. EST. The committee will acknowledge receipt of all resumes and letters of interest, and treat all information as confidential. As part of our process, final candidates will be required to undergo a criminal history background check, substance abuse history check, and credit and financial history review. These checks will be conducted by an external agency to ensure complete confidentiality. Spring Hill Missionary Baptist Church is proud to be an Equal Opportunity Employer.

For any inquiries regarding the application process, please direct your emails to the Spring Hill MBC Pastoral Search Committee (PSC) at shmbc45@yahoo.com. Kindly note that we do not accept phone calls for this matter.

Spring Hill Missionary Baptist Church
Search Committee
P.O. Box 830692
Tuskegee, Alabama 36083
Email: shmbc45@yahoo.com
Facebook: Spring Hill Missionary Baptist Church Tuskegee

Pastoral Position Application

(Please complete all relevant fields in the application. Incomplete applications will not be considered)

PERSONAL INFORMATION

Full Name (First, Middle, Last): _____

Marital Status: _____ M _____ S _____ D _____ W _____ Birth Date _____

Spouse's Name (First, Middle, Last): _____

Current Address: _____

City: _____ State: _____ Zip Code _____

Home Phone: _____ Cell Phone: _____

Work Phone: _____ Email: _____

Are you a United States Citizen? _____ Yes _____ No

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

EDUCATION PREPARATION

List the names and addresses of undergraduate, graduate, and seminary institutions you have attended, dates attended, and specify if degrees are earned or honorary.

INSTITUTION NAME	ADDRESS	DATE ATTENDED	EARNED OR HONORARY DEGREE

PASTORAL/MINISTERIAL EXPERIENCE

List all pastoral or non-pastoral ministerial experience.

Church Name and Address	Position Held	Service Date	Congregation Size	Reason for Leaving	Contact Name Phone Number

May we contact your previous Church(s)? _____ Yes _____ No

SECULAR WORK EXPERIENCE

List all previous and current non-church related employees, their addresses, and your positions.

Name of Employer	Address	Date Employed	Most Recent Position

MEMBERSHIP/PARTICIPATIONS IN RELIGIOUS AND COMMUNITY ORGANIZATIONS

List any memberships in outside religious and/or community organizations.

Name of Organization	Address	Position

Have you ever been terminated or discharged from a church or other employer?

_____ Yes _____ No If yes, please provide a brief explanation.

Name of Church/Employer	Explanation

APPLICATION CERTIFICATION AND SIGNATURE

I certify the information in this application is true, correct, and complete. I understand that, if placed in this position, false statements reported on this application may be considered sufficient cause for dismissal.

Signature

Date

PASTORAL APPLICANT QUESTIONNAIRE

(Please note that this questionnaire is part of the application and must be filled out completely. Incomplete applications will not be considered.)

- 1. Describe your philosophy (beliefs, viewpoints, and values) of ministry. (150 words or less)**

- 2. What is your opinion about women in leadership roles in the church? (150 words or less)**

- 3. How do you define marriage? (150 words or less)**

- 4. What role do you consider the Pastor's spouse should play in your ministry? (150 words or less)**

- 5. What life circumstances, if any, might affect the application process for you? (150 words or less)**