

EASTSIDE BAPTIST CHURCH
3575 East Portland Avenue, Tacoma WA 98404

Closing Date: March 31, 2020

Eastside Baptist Church of Tacoma, Washington is prayerfully seeking a pastor for its congregation. We seek a Baptist biblical leader who will teach and preach the gospel of Jesus Christ. The applicant must be equipped to provide Baptist, Christian-based training and committed to offering pastoral care to the members.

Eastside Baptist Church was established in 1965 and is affiliated with the National Baptist Convention USA Inc., North Pacific Baptist Convention (NPBC), Ebenezer Baptist District Association (EBDA) and its affiliated associations. We are seeking a full-time pastor as identified in 1 Timothy 3:1-7, Titus 1:6-9 and 1 Peter 5:2-3 with passion for Matthew 28:19-20.

Bylaws Description of Pastor:

The Pastor is to provide spiritual leadership to members of the church and the broader community at large. The Pastor will be responsible for leading the church body in function as a New Testament Church (Ephesians 4:11-13). The Pastor is responsible for providing spiritual instruction and strategic leadership to the members, staff and the Administrative Business Council. The Pastor is not responsible for doing all the work, but for seeing that it is done and done properly (1 Corinthians 14:40).

Policy and Procedures Description of Pastor: To be governed by the articles of faith.

Service Title: Pastor

Ministry Purpose: To proclaim the gospel of Jesus Christ, to teach the biblical revelation according to Baptist doctrine, beliefs and policy. To engage in pastoral care and provide administrative leadership in all areas of church life. Supervise paid church staff and conduct the ordinances and functions of worship.

Serving Relationships: The Pastor serves under the guidance of the Holy Spirit and the Church Body. He directly receives counsel from the Deacons who serve the congregation. The Pastor serves as the Spiritual Leader of the Official Board comprised of Deacons, Trustees and Officers. He must possess the ability to develop leadership teams of deacons, trustees, and other ministries. Additionally, he must be able to build relationships within the community and have a clear understanding of Baptist Church Doctrine.

Professional Qualifications:

- Professional ministry experience as a pastor, assistant pastor or associate minister
- College graduate with a bachelor's degree preferred
- Six to ten years of ministry experience preferred
- Required seminary degree or enrolled in a seminary training program
- Ordained and Licensed Baptist Minister

Primary Functions:

- Plan and conduct worship services, develop sermons, plan with music leadership and leads in the observance of the ordinances.

- Leads the congregation in effective programs to fulfill the Great Commission with vision, purpose and priority.
- Leads and demonstrates effective ways to witness and win the lost to salvation through Jesus Christ.
- Visits and ministers to members and prospective members in homes, nursing facilities, hospitals and correctional institutions.
- Conducts counseling sessions, performs wedding ceremonies and conducts funeral services.
- Works with Church Corporate Officers, Deacons and other key leadership to carry out the mission and purpose of the church.
- Act as the moderator in church business meetings.
- Cooperates with associational, state and national denominational bodies in matters of mutual interest and concerns.
- Serves as Overseer/Administrator of paid church staff, supervising and evaluating the tasks assigned to each.
- Serves to recommend and advise committees and teams as an ex-officio member.

Salary and Benefits:

- The salary and benefits will be negotiated at the time of offer and shall be commensurate with qualifications and experience.

Please submit required documents:

1. Application
2. Current resume that includes a summary of relevant ministry and professional educational experience
3. Copies of ministerial license and ordination certificates
4. Copies of degree(s) including any educational training and/or classes completed
5. Four recommendation letters (2- clergy, 1- professional, 1- personal)
6. CD, DVD or link of sermon (preached within past 12 months)

If selected, you will be contacted for further information. Please no phone calls, emails, texts or in-person inquires. If package is not complete with all required documentation, application will not be accepted for review, the documents will be destroyed, and you will be notified.

All personal information will be protected.

Other Considerations:

- We affirm the Baptist Faith.
- We hold to a less stringent viewpoint of complementarianism that women may preach and teach men in the church, but the office of Pastor should be held by a man. To that end, we have female associate ministers. Only applicants who are comfortable with this theological position should apply.

How to Apply:

Please mail all information via USPS to:
Eastside Baptist Church
Attn: Pastor Search Committee Chairman
3575 E Portland Ave
Tacoma WA 98404

PASTORAL APPLICATION FORM

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 hired, can you present proof of your legal right to live and work in this country? <input type="checkbox"/> Yes <input type="checkbox"/> No		
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 Yes <input type="checkbox"/> No <input type="checkbox"/>		

Have you ever filed for Bankruptcy? ____ Yes ____ No

If yes, please state the nature and circumstances of the bankruptcy:

Have you ever been convicted of a felony? ____ Yes ____ No

If yes, please state the 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 plus official transcripts.

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

(If you answer “Yes” to any of the questions in the following section, please attached a separate sheet indicating the nature of the suit, offences, 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? ☐ Yes ☐ No

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? ☐ Yes ☐ No

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?
☐ Yes ☐ No

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

WORK EXPERIENCE		
Work Please list your work and/or ministry experience for the past five years beginning with your Experience 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		

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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		

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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		

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 challenged? Explain –

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

PROFESSIONAL REFERENCE

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