



# **Independent Missionary Baptist Church**

601 Pottawatomie Street  
Leavenworth, Kansas 66048

## **Pastoral Vacancy Announcement**

**Position Title: Senior Pastor**

**Opening Date: February 7, 2024**

**Closing Date: Until Filled**

Independent is prayerfully seeking a Senior Pastor to serve its congregation of approximately 125 members. The church has served as a spiritual beacon of hope for more than 156 years in the Leavenworth community. Independent is actively involved in the Missionary Baptist State Convention of Kansas and the National Baptist Convention, USA, Inc.

The members of Independent are seeking a Pastor who is well versed in both the Old and New Testaments and possesses a strong commitment to Biblical Preaching and Teaching. We are seeking an individual whose qualifications align with 1 Timothy 3: 1-7 and Titus 1: 6-9.

### **Qualifications:**

- Licensed and ordained within the Baptist denomination.
- Bachelor's degree earned from an accredited institution and Theological Seminary training preferred.
- A minimum of five years of pastoral experience preferred.
- Effective communication skills (written and oral).
- Ability to deliver God's Word by preaching the Gospel using sermons that are scripture-based and relevant to the 21<sup>st</sup> century Christian.
- Proficient in operating commonly used technological devices.

### **Application Process:**

Interested candidates, must submit the following:

- A cover letter expressing interest in the position.
- A resume
- A completed copy of the Pastor Application Form; posted online with the vacancy announcement.
- Copy of License
- Copy of Ordination Certificate
- Copy of college/seminary degree certificates

**Final candidates must consent to a reference check, a full background check including criminal history, a drug test and credit check. These checks will be conducted by an outside agency for complete confidentiality.**

**Completed packets must be submitted via the US Postal Service directly to:**

**Independent Missionary Baptist  
Church Pastoral Search Committee  
P.O. Box 704  
Leavenworth, Kansas 66048**

**All candidates' packets will be reviewed upon receipt until the position is filled.**



**INDEPENDENT BAPTIST CHURCH  
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**

**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?

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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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### 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. List your 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 Paragraph and Sign Below**

\_\_\_\_\_  
Initials

I certify that all 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 cause for refusal of hire or termination of employment.

\_\_\_\_\_  
Initials

I understand that neither the acceptance of this application nor the subsequent entry into any type of employment relationship with Independent Missionary Baptist Church creates an actual contract of employment. I understand that, if I accept employment with Independent Missionary Baptist Church, it will be on an at-will basis. This means that either Independent 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** \_\_\_\_\_