

PASTORAL VACANCY ANNOUNCEMENT

St. John Baptist Church | Washington, DC

POSITION SUMMARY

St. John Baptist Church of Washington, DC, is prayerfully seeking a Pastor, called by God, to provide spiritual leadership, pastoral care, and administrative oversight to our church family. The Pastor will serve as shepherd and visionary. St. John is a small-to-medium-sized multigenerational congregation with a rich history spanning over 87 years. (Ephesians 4:11)

ABOUT ST. JOHN BAPTIST CHURCH

The mission of this church is to glorify God through praise, worship and witness of His Son Jesus Christ, including the salvation of souls, the edification and the teaching of God's word, the world-wide proclamation of the Gospel of our Lord Jesus Christ, the promotion of Christian worship, the defense of the faith orally delivered, the cooperation with Christian activity in harmony with God's Holy Work, the Bible, until the Lord comes again.

PASTOR QUALIFICATIONS

Candidates must:

Be Holy Spirit-filled and guided by the biblical qualifications set forth in **1 Timothy 3:1–7** and **Titus 1:5–9** (KJV Preferred Translation)

Demonstrate a calling to **preaching, teaching, evangelism, discipleship, mentoring**, and pastoral care

Possess strong **biblical literacy**, spiritual maturity, and personal character that is **above reproach**

Be licensed and ordained in accordance with **Baptist church principles**

Hold at least a **Bachelor's degree** (in Business, Theology, or related field); a **Master of Divinity, Theology, or comparable degree** from an accredited theological seminary is preferred

Have a minimum of **10 years of pastoral or ministerial leadership** experience in a Baptist context

Additional qualifications:

Proven administrative, strategic planning, and team management skills

Strong written and verbal communication abilities

Technologically proficient and open to modern tools for ministry

Visionary leadership, with a heart for **youth, young adults, and church growth**

Demonstrated ability to **counsel**, resolve conflict, and unify a diverse congregation

Experience in developing **Christian education programs, leadership pipelines, and community outreach** initiatives

PASTORAL RESPONSIBILITIES

Spiritual Leadership & Worship

The Pastor shall preach the Gospel, administer the ordinances, and generally oversee the membership while having in his/her charge the spiritual welfare of the congregation and the state services of public worship. (As pertains to the laws of the District of Columbia).

Direct and supervise the administrative functions of the St. John Baptist Church and be concerned with every aspect of its life.

Attend local, state and national meetings to foster professional and personal growth.

Provide vision and spiritual direction for the church

Lead worship, prayer, ordinances, and special services

Encourage personal spiritual growth and prayer among members

Administrative Oversight

Supervise and evaluate ministerial and administrative staff

Guide ministry leaders, boards, and committees in conjunction with By-Laws and Bible

Serve as chief officer of the church, ensuring alignment with mission

Collaboration with the Joint Board of Directors on operational and strategic planning

Oversee budgeting and financial stewardship

Pastoral Care

Provide pastoral counseling and crisis care

Conduct weddings, funerals, baptisms, and visitations (sick/shut-in)

Shepherd all members with compassion, promoting unity and reconciliation

Christian Education

Support and lead Bible Study, discipleship, and leadership training

Ensure all teaching is biblically accurate and doctrinally sound

Encourage spiritual formation across all age groups

Evangelism & Outreach

Champion community involvement and missions

Represent the church in local, state, and national Baptist conventions

Promote an evangelistic culture and strategic outreach efforts

Vision & Leadership

Identify and nurture spiritual gifts among members

Inspire multigenerational engagement, particularly among youth and young adults

Guide the church through transition with integrity and wisdom

APPLICATION PROCESS

Applicants must submit the following:

- ✓ **Cover Letter** outlining call to ministry, relevant experience, and vision for the church
- ✓ **Resume** (max 2 pages)
- ✓ **Completed Pastoral Application**
- ✓ **Copies of Ministerial License and Ordination Certificate**
- ✓ **Copies of all degrees and certifications** (official sealed transcripts required for finalists)

✓ **Two recent sermons** (audio or video: Via USB or link) No cassette tapes or CD's

✓ **Completed Pastoral Questionnaire**

✓ **Recent police background check**

✓ **Additional documents may be requested during the process**

Deadline: All materials must be submitted by mail and be received by **February 28, 2026** (Applications after deadline are not eligible)

Mailing Address: P.O. Box 1192, Laurel, MD 20725

Attn: Pastoral Search Committee, St. John Baptist Church

AUTHORIZATION FOR BACKGROUND CHECK

(Must be signed and submitted with application materials.)

I, _____, hereby authorize **St. John Baptist Church of Washington, DC** to investigate my background and qualifications for the purpose of evaluating my fitness for pastoral leadership. I understand this may include checks conducted by outside agencies. I understand that withholding this authorization will terminate my application.

Signature: _____

Date: _____

Printed Name: _____

Address: _____

City/State/Zip: _____

Driver's License Number / State: _____

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

1. Personal / Family Information

Last Name

First Name

M.I.

Street Address

City/State

Zip

Phone

DOB

Email Address

Social Security Number

What is it about this position that attracts you?

If currently employed as a minister/pastor, why are you interested in making a change?

Have you ever been convicted of a felony or misdemeanor?

Answer (Yes/No)

If yes, please explain:

Marital Status (Single/Married/Widowed)

Date of Marriage

Spouse Legal Name

Spouse Occupation

Children (names and ages)

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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2. Education

High School (Name)			City/State	
Graduation Year	Diploma Received (Yes/No)			
College/University (Name)			City/State	
Graduation Year	Degree Earned			
Seminary (Name)			City/State	
Graduation Year	Credentials Received			
Are you ordained? (Yes/No)	Date	Ordaining Church		
Additional secular certifications/licenses				
Military Service / Branch				

3. Paid Pastoral and/or Professional Experience (Current Church)

Church Name			Phone	
City/State			Website	
Current Membership	Current Attendance	Membership When Arrived		
Title/Position			Years of Service	
Major Responsibilities				
Reason for Leaving (if applicable)				

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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4. References (Pastoral and Professional)

Provide 1 pastoral, 2 clergy, and 2 employment references.

Reference 1 - Name & Occupation

Relationship

Phone/Email

Reference 2 - Name & Occupation

Relationship

Phone/Email

Reference 3 - Name & Occupation

Relationship

Phone/Email

Reference 4 - Name & Occupation

Relationship

Phone/Email

Reference 5 - Name & Occupation

Relationship

Phone/Email

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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5. Employment History Employer #1

Employer Name

Job Title

Duties

Address

Dates (From - To)

Supervisor

Telephone

Reason for Leaving

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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5. Employment History Employer #2

Employer Name

Job Title

Duties

Address

Dates (From - To)

Supervisor

Telephone

Reason for Leaving

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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5. Employment History Employer #3

Employer Name

Job Title

Duties

Address

Dates (From - To)

Supervisor

Telephone

Reason for Leaving

St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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6. Vision

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7. Philosophy of Mission

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8. Philosophy of Administration

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9. Philosophy of Leadership

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10. Professional Accountability (finances, deacons/ministers, staff, visitation)

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11. Professional Development

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12. Issues

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St. John Baptist Church – Pastor Application

Please complete all sections. Attach additional pages if needed.

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13. Personal Christian Experience (continued)

c. Spiritual gifts

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d. Spiritual maturity and cultivation

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14. Family / Personal / Civic Activities

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15. Additional Information

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16. Church Covenant (comment on its importance)

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Signature (Print Name)

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Date

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