

## Vacancy Announcement

**Senior Pastor**  
**Shiloh Baptist Church**  
**745 Park Ave**  
**Norfolk, VA 23504**  
[www.welcometoshiloh.com](http://www.welcometoshiloh.com)

Job Title: Senior Pastor, Shiloh Baptist Church

Status: Full- Time

Geographic Location: Norfolk, VA

Opening Date: November 1, 2024

Closing Date: November 30, 2024

**Our Vision:** We are a beacon of love serving Christ, by serving people.

**Our Mission:** We are here, to glorify Christ by reaching the World, preaching the Word, and teaching the Way. Mark 16:15

The Pastoral Search Committee of the Shiloh Baptist Church greets you in the name of our Lord and Savior, Jesus Christ. Believing that God is the One who calls pastors to shepherd his people (Jeremiah 3:15), the Shiloh Baptist Church is prayerfully seeking God's choice for the position of Senior Pastor. The Pastor must be God fearing, demonstrate an enthusiastic love for Christ, possess and apply a comprehensive knowledge of the Bible, utilize the Baptist doctrine, and have a clearly defined vision for the Church. The Shiloh Baptist Church was established over 144 years ago in 1880. We have been proudly situated in the urban community of Norfolk, Virginia since that time.

**Accountability:** The Senior Pastor is accountable to our Lord and Savior Jesus Christ, the Holy Spirit, and the Shiloh Baptist Church Diaconate and Congregation in supporting the mission and vision of the church.

**Responsibilities of the Senior Pastor 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.
- ♣ Visit the sick and shut-in.
- ♣ Lead the Church's evangelical growth and effectiveness beyond the walls of the Church.
- ♣ Establish relationships and maintain a civic presence with local leaders and the surrounding community.
- ♣ Develop and support 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.

## **Shiloh Baptist Church Senior Pastor Vacancy Announcement**

- ♣ 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 Diaconate and church leadership and finance ministry to manage the varied resources of the congregation with effectiveness and efficiency.
- ♣ Support and participate with national, state and local conventions and religious organizations that Shiloh Baptist is affiliated with such as National Baptist Convention USA, Inc., Lott Carey, American Baptist Churches of the South, etc.

**Qualifications and giftedness should be pursuant to 1 Timothy 3:1-7, Titus 1:6-9, 1 Timothy 5:17, 2 Timothy 2:24-25 (Holy conduct), Malachi 3:10,(Tithing), and Galatians 5: 22-23. (Christian Conduct)**

**The successful candidate must meet the following qualifications:**

- ♣ 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.
- ♣ Must have a minimum of six (6) years Baptist Church pastoral experience (e.g. Senior Pastor, Assistant Pastor).
- ♣ Possess a Divinity Degree or Doctorate degree in divinity or religion from an accredited and nationally recognized seminary or divinity school.
- ♣ Must have church administration and organizational skills.
- ♣ 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.
- ♣ Demonstrate a record of community involvement.
- ♣ Must be willing to support and participate in Local, State and USA National Baptist Conventions.
- ♣ 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.

## **Shiloh Baptist Church Senior Pastor Vacancy Announcement**

### **All applicants must provide the following information:**

- 1) Letter of intent (Cover Letter)
- 2) Current Resume
- 3) Education Transcripts (Unofficial is acceptable for application)
- 4) Copy of Ministerial License Certificate of Ordination, Verification of Theology training/degree
- 5) Completed Application
- 6) Five (5) letters of recommendation (2 clergy, 1 personal and 2 laypeople)

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

### **Salary and Benefits:**

The salary for this position will be commensurate with experience. Other benefits may be negotiated at a later time.

To apply: Please visit our church website:

[www.welcometoshiloh.com](http://www.welcometoshiloh.com) or [Click on the pastor vacancy announcement link](#) and you will be directed to the application portal. Questions about the position may be directed to email: [sbcpastoralsearch24@gmail.com](mailto:sbcpastoralsearch24@gmail.com).

**Application review will begin on November 30, 2024. Applications received after this date will be reviewed as needed.**

The Pastoral Search Committee will acknowledge receipt of all completed applications after November 30, 2024. All information presented will be treated as confidential. Final candidates must consent to perform a Criminal History Background Check, Substance Abuse History Check and Credit and Financial History Review (performed through an outside agency for complete confidentiality).