

January 11, 2026

To the pastors and congregations of local churches in Portland, Oregon:

On behalf of the Pastor Search Committee at Fellowship Missionary Baptist Church, we are pleased to announce that we have an opening for a Full-Time Pastor and are prayerfully beginning our search to fill this position.

Our Fellowship Church Family has been without a pastor for five years after the retirement of Dr. Johnny Pack IV, who led us for 33 years. We are grateful for his dedicated service. As we begin our new search, our goal is to find a Spirit-led leader who will guide our congregation into our next chapter.

As fellow laborers in Christ, please share this job opportunity with any potential candidates you deem a good fit for our congregation. We ask that you keep potential candidates and us in your prayers as we seek God's will during this transitional period.

Interested candidates can find a detailed job description, a list of desired qualifications, an outline of our application process, and an application form with filling instructions in the application packet, available for download on our website at [www.fellowshipbaptistpdx.org](http://www.fellowshipbaptistpdx.org).

Thank you again for your partnership in ministry.

Yours In Christ,

Fellowship Missionary Baptist Church  
4009 N Missouri Ave. Portland, OR 97227  
(503) 249-0377  
Email: [admin@fellowshipbaptistpdx.org](mailto:admin@fellowshipbaptistpdx.org)

## **Position and Responsibilities**

- The Pastor is charged with the responsibility of overseeing our Church Family and ministering to our Spiritual needs, preaching and teaching God's Word, declaring the Gospel of our Lord Jesus Christ. The Pastor is responsible for directing the entire Church program and ensuring that ministries and the administrative staff perform their respective duties. The Pastor's responsibility is to God and to our congregation.
- The Pastor is responsible for studying God's Word to explain, illustrate, and apply Biblical principles to daily life. The Pastor will preach God's Word during the Sunday morning worship service.
- If absent, the Pastor is responsible for assigning speakers and ensuring the order of service. The Pastor will preach, speak, pray, and otherwise officiate at funerals, weddings, and other ceremonies as called upon by members.
- We make decisions in our Church by a majority vote as we work together to develop a mutually agreed-upon plan for moving forward.
- The Pastor shall be willing and capable of providing spiritual guidance and counseling, ministering to the sick, comforting the bereaved, and performing other duties as agreed upon by Church Leadership and the Pastor.
- The Pastor supports and conducts our Church's ordinances of Baptism and Communion.
- The Pastor is capable, willing, and ready to organize, teach, and rejuvenate our Prayer Meeting, Sunday School, Baptist Training Union, Bible Study, and all ministries.

## **Qualifications**

- A called, licensed, ordained, and respected minister of God who is capable of Spiritual Leadership and has a vision for God's people.
- Completed classes or a degree in Christian Ministry/Studies, Divinity, or Bible Theology.
- Possesses and demonstrates organizational, administrative, and leadership skills.
- Models integrity and Christian qualities.
- Demonstrates respectful conversation and behavior with all congregants and the community.

## **General Selection Process:**

- Download the application packet.
- Complete the application form.
- Submit completed application form via email or mail:

Send via email to (w/ **Subject: Pastoral Search**):

[admin@fellowshipbaptistpdx.org](mailto:admin@fellowshipbaptistpdx.org)

## **Physical mailbox:**

Fellowship Missionary Baptist Church  
P.O. Box 12380  
Portland, OR 97212

- Committee will review applications received
- All applicants will receive a response
- Resumes will be requested for those advancing
- Resumes will be reviewed
- Applicants will be contacted for interviews

## **Application Form Filing Instructions:**

Please fill in all applicable fields. Feel free to add additional blank sheets to answer any questions if more space is needed than what is provided on the form. Label your answers with the question that you are answering if you use additional sheets. We will accept handwritten or typed answers as long as all is legible.

**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: _____ _____ _____			



WORK EXPERIENCE		
<b>Work Experience</b>	Please list your work and/or ministry experience for the <b>past five years</b> beginning with your most recent job held. If you were self-employed, give firm name. <b>Attach additional sheets if necessary.</b>	
Name of employer:	Name of last supervisor:	
Address:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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:	<b>Employment dates</b>	
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 current pastor first**

Name/Complete Address

Phone

Position

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**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

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**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 Calvary Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Calvary Baptist Church, it will be on an at-will basis. This means that either Calvary 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: \_\_\_\_\_