

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**.

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

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

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**PERSONAL INFORMATION**

DATE _____

Name _____
Last First MiddlePresent 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? ☐ YES ☐ NO ☐ N/A

Number of years lived in the U.S. _____

Marital Status: ☐ Married ☐ Separated ☐ Divorced ☐ Widowed ☐ Single

If Married, Name of Spouse: _____

Is this your first Spouse? ☐ YES ☐ NO

Names and Ages of Children:

Are you ordained? ☐ YES ☐ NO

Date and Place of Ordination: _____

Denomination: _____

Have you been baptized by immersion? ☐ YES ☐ NOIf you have not been baptized by immersion, would you consider being baptized by immersion? ☐ YES ☐ NOHAVE YOU EVER FILED FOR BANKRUPTCY? ☐ No ☐ Yes

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

HAVE YOU EVER BEEN CONVICTED OF A FELONY? ☐ No ☐ 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.

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

[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? <hr/> <hr/>		

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 -

In which of these are you weakest? Explain -

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

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

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

<div style="border-bottom: 1px solid black; width: 80%; margin-bottom: 5px;"></div> 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.
<div style="border-bottom: 1px solid black; width: 80%; margin-bottom: 5px;"></div> 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:** _____