

# Shiloh Baptist Church

McDonough, Georgia

*Pastoral Vacancy Announcement*



The Pastoral Search Committee (“PSC”) of 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) we launch this search. Shiloh Baptist Church is prayerfully seeking God's choice for the position of Senior Pastor at Shiloh. 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 embrace the established vision to **Grow** the people \* **R**each our destiny \* **O**perate in our gifts and **W**in the community (“**G.R.O.W**”).

One hundred and fifty years ago, Shiloh, first called Colored Baptist Church of McDonough, was among the first churches of McDonough established by former slaves. Founding members of Shiloh worshiped in a brush arbor for six years before constructing its first small, wood-frame building in 1875 on land purchased for only \$12.50. The present-day Shiloh Baptist Church is deeply rooted in the resilience, endurance, obedience, and service of its past. Shiloh has become an entity interwoven in the community, addressing political, civic, and social issues that affect those inside and outside of the church. It services the needs of McDonough and Henry County through innovative literacy and academic programs for youth, career and college fairs, enhancement programs, outreach to the financially disadvantaged, health and wellness seminars, financial management and home-buying seminars, as well as various other workshops.

Shiloh Baptist Church currently is home to approximately 800 plus members. With the completion of the new church in 2006, the sanctuary accommodates seating for 1100 and the facility includes a children’s nursery, communion room, choir room, usher's room, 10 classrooms and several multi-purpose rooms. It also contains offices for the pastor and first lady. Additionally, there are administrative spaces along with beautiful landscaping, landscape lighting and a parking lot for 274 spaces. The campus includes the Legends Sanctuary, Educational Community Center and Family Life Center.

Today, the age range of Shiloh Baptist Church members reflect consistency in generational attendance patterns. Admittedly, there is a decline in the millennial membership at Shiloh Baptist Church; however, we believe that we can effectively grow this generation through the gospel of Jesus Christ and the aid of the Holy Spirit.

Shiloh Baptist Church is a warm and welcoming church family, serious about our love for Jesus Christ, our community, our youth, our seniors, and every member. We believe that through love, faith, unity, and God’s amazing grace we will build a stronger, more conscientious and faithful generation. As Shiloh moves forward, we will continue to carry the legacy of our past, walk in the blessings of the present, and anticipate the manifestation of the Holy Spirit in our future.

## Community Profile

The city of McDonough is a beautiful and picturesque community located just 30 minutes south of Atlanta. McDonough is a town for all seasons with a charming downtown that is bustling with energy all year long. Trimmed with geraniums in the warmer months, the historic town square serves as the heart of downtown and is the backdrop for festivals and entertainment held throughout the year.

The city's rich and storied past is evident as you stroll the sidewalks that skirt the square. Experience Broadway at a Henry Players performance, browse the works of Henry County artists at local galleries, or listen to live music at venues around town. From unique shops in historic storefronts to larger retailers, global cuisine to a 1950's diner, McDonough is a delight.

McDonough is home to 26,768 residents, of which the median age of our community members is slightly lower than Georgia's average, at 32.1 years (Georgia 37.2 years). The estimated median household income in 2019 was \$63,684. With an estimated per capita income in 2019 of \$27,238.

The ethnic demographics of Henry County is as follows: 66.5% Black, 21.9% White, 6.5% Hispanic, 4.5% 2+ Races, 1.1% Asian, and 0.1% Other. The estimated median house or condominium value in 2019 was \$177,206.00, with a median gross rent of \$1,151. The cost of living index in McDonough was 95.1 (less than average, U.S. average is 100). The percentage of residents living in poverty in 2019 was 11.0%.

The top employer in McDonough Georgia is the local school system (Educational services 10.9%), followed by Construction (9.3%), Health Care (6.1%), Public administration (5.6%), Air transportation (4.7%), Finance and insurance (4.1%), Motor vehicle and parts dealers (3.9%).

The Henry County School District recently approved an Education SPLOST, which covers new schools (a STEM High School and two new elementary schools), six additions to existing schools, new school facilities, technology enhancements, transportation upgrades, and other projects.

As the population is increasing and demographics are becoming more diverse, there is still a feel of togetherness and friendliness in the city. McDonough, Georgia is a great place to live and raise a family.

# Pastor Profile

The Pastoral Search Committee of Shiloh Baptist Church sought the input of our church family to help us understand the kind of leader we will be searching for in our next pastor. Our church members were asked questions concerning qualifications necessary for our next pastor. The survey results are as follows:

- our next pastor should be an approachable person, one who models faithful leadership in the home and allows that to follow into the leadership at church,
- teaching, meeting the needs of our community, and implementing our vision are the three areas the senior pastor should focus most of his energy/time on,
- experience with growing a church, experience as an associate or senior pastor at a church of similar or larger size are the two most important aspects regarding experience,
- passionate about reaching young people and young families, inspiring and challenging preacher and teacher, and deals with conflict well are the three most leadership qualities,
- extensive ministry experience is the most important attribute concerning experience,
- increased/renewed vision for the church, successfully assimilating into the church culture and growth in numbers are the first three priorities during the first twelve months,
- pastor, visionary and teacher are the three most important strengths,
- honest and trustworthy, prayerful and wise and faithful and steadfast are the three most important character traits.

## Pastor's Job Description

### Principal Function

The pastor is responsible to the church to proclaim the gospel of Jesus Christ, to teach the biblical revelation, to engage in pastoral care ministries, to provide administrative leadership in all areas of church life, and to act as the chief administrator of the paid staff.

### Responsibilities:

1. Plan and conduct the worship services; prepare and deliver sermons; lead in observance of ordinances.
2. Lead the church in an effective program of witnessing and in a caring ministry for persons in the church and community.
3. Visit members and prospects.
4. Conduct counseling sessions; perform wedding ceremonies; conduct funerals, baptisms, baby christening, and ordination of deacons and ministers.
5. Serve as chairperson of the Church Leadership Team to lead in planning, organizing, directing, coordinating, and evaluating the church ministries.
6. Work with deacons, church officers, and committees/teams as they perform their assigned responsibilities; train and lead the deacons in their ministry.
7. Act as a moderator of church business meetings.
8. Cooperate with association, state, and denominational leaders in matters of mutual interest and concern; keep the church informed of denominational development; represent the church in civic matters.
9. Serve as chief administrator of the paid church staff; supervise the work of the staff.
10. Conduct bible study, and any educational program consistent with biblical teaching and spiritual growth.

**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 (Tither), and Galatians 5:22-23. (Christian Conduct)**

The successful candidate will meet the following qualifications:

- a) 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,
- b) Ordained minister with at least **five years** of verifiable Baptist Church experience as an assistant pastor, associate pastor or senior pastor
- c) Must have a Bachelor's degree from an accredited college or university
- d) A graduate degree or Masters of Divinity degree (M.Div.) from an accredited seminary preferred
- e) Must have excellent church administration and organizational skills
- f) Must have a clear understanding of the Baptist Doctrine and Articles of Faith.
- g) Must be an effective communicator, demonstrate the ability to prepare and deliver biblically sound lessons and messages,
- h) Must have a verifiable record of community involvement
- i) Must be willing to support and participate in local, state and national Baptist conventions
- j) Must be committed to church growth and membership retention
- k) Must be able to articulate Shiloh's vision for the church that emphasizes spiritual growth and development
- l) The pastor must serve to provide spiritual leadership that will lead the congregation to live in service for Christ

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

- a. Letter of Intent (Cover Letter)
- b. Resume
- c. Copy of Ministerial License
- d. Sealed college transcripts
- e. Sealed Official Verification of Theology training/Degree
- f. Completed Application
- g. Three (3) letters of recommendation (2 clergy, 1 personal)
- h. Other information/items may be required throughout the interview process

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

# Salary and Benefits

Compensation, including salary, and other benefits will be offered consistent with candidate's experience and the Shiloh Baptist Church compensation guidelines. All applications must be postmarked by **September 24, 2021**.

To apply please feel free to send an electronic copy of your qualifications to:  
[pastorsearch@shilohmcdonough.org](mailto:pastorsearch@shilohmcdonough.org)

You may also mail your completed packet to:

Shiloh Baptist Church/C/o Pastoral Search Committee  
P.O. Box 2410  
McDonough, Georgia 30253

\*If applicable, please attach or provide links to at least three sermons.