

Shiloh Baptist Church

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Table of Contents

1. Pastoral Vacancy	p.3
2. Church Profile	p.5
3. Church Community	p.6
4. Pastor Profile & Job Description	p.7

Pastoral Vacancy Information

PASTORAL SEARCH ANNOUNCEMENT

Opening Date: April 28, 2022

Closing Date: May 12, 2022

Shiloh Baptist Church is a 153-year-old church located in Mason Neck, Lorton, Va. Shiloh Baptist Church is currently accepting applications for the position of Pastor. We are a church family that is Bible-based to conduct the great commission as given by our Lord and Savior Jesus Christ. Shiloh Baptist Church believes in the spiritual qualifications based on 1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 5:1-4.

In addition to the spiritual qualifications, the applicant should have the ability to establish ministries and programs that will address the needs of all ages, genders, and socioeconomic backgrounds. The Pastor should lead the congregation in all aspects of ministry including worship, teaching, preaching, administration of staff, and stewardship; extend grace to all people; and lead by example as one who is relational, authentic, transparent, and humble. Gifts in leadership, communication, administration, and a heart to care for people will be incumbent upon the next person God calls to pastor the Shiloh Baptist Church.

Interested candidates must submit an initial application packet comprised of the items listed below:

- Cover letter
- Resume
- Statement of Faith
- Pastoral/Ministry experience
- Church affiliations
- Copy of Ministerial License and Certificate of Ordination
- Verification of attained degree(s)-undergraduate and graduate
- Theology training and degrees
- Two (2) personal references
- Three (3) professional (minister/pastor) letters of reference

Submit all application documents to:

Shiloh Baptist Church
c/o Pastoral Search Committee
10704 Gunston Road
Lorton, Virginia 22079

Or by email to: ShilohPastoralSearch@gmail.com

Please no telephone calls, emails, or faxes to the Shiloh Baptist Church office or any member of the Pastoral Search Committee. ***Partial applications will not be accepted.***

The application package must be postmarked by May 12, 2022. Any package postmarked after that date will be destroyed without consideration.

The Pastoral Search Committee will acknowledge receipt of all requested items by email or letter notification. All information received will be treated as “confidential.” Final candidates may be required to consent to a criminal background check, credit and financial history review and provide information as requested by the committee. The individual selected as the Pastor will be required to sign a negotiated contractual agreement.

Thank you for your interest in the Pastoral position.

Sincerely,

The Shiloh Baptist Church Pastoral Search Committee

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SHILOH BAPTIST CHURCH
LORTON, VIRGINIA

CHURCH PROFILE

Shiloh Baptist Church was founded in 1869 in the community of Mason Neck (now Lorton), Fairfax County, Virginia. In 2005 was incorporated, as a Nonprofit Organization with a Board of Directors. In 2011, the Fairfax County History Commission designated our church as a historical landmark and erected a marker on the property for which we are very proud. We are located approximately 5 miles south of Ft Belvoir and twenty miles south of Washington, DC. Our congregation numbers over 100 saints that participate in all aspects of church life.

We are a Baptist church associated with the Baptist General Convention of Virginia and Northern Virginia Baptist Association. Our style of worship is a blend of traditional and contemporary.

Our current Pastor is retiring after 20 years of dedicated service to the Lord and the congregation he shepherds.

In 2020, we broke ground for a new annex building which was also completed in 2020 and is adjacent to the main church building. The Shiloh Annex houses administrative offices, prayer room and large meeting room.

Shiloh's calling within this community is to continually bring the Word of God, a sense of hope, a loving spirit, and a feeling of belonging to all who enter these sacred walls. Our mission is to support the surrounding communities with our various ministries that reach out to a variety of people.

We believe that Shiloh was Founded in Faith, Nurtured by Hope and Preserved in Love (1 Corinthians 13:13), and 153 years later we continue to live by those words.

SHILOH BAPTIST CHURCH
LORTON, VIRGINIA

Community Profile

Shiloh Baptist Church is located in the community of Mason Neck (now Lorton), Fairfax County, Virginia. Lorton is approximately 20 miles south of Washington, DC. The community of Lorton is multicultural, home to a diverse population.

Our area includes various age groups with a median age of 35, though our church contains families in all age groups.

Lorton offers residents a suburban lifestyle, rich in the arts and culture with recreational activities, state/county parks and historic landmarks. Virginia is rated number four of public-school systems in the United States and Fairfax County public schools are rated number one in Virginia. In addition, there are medical and emergency response services, as well as local access to the Virginia Railroad Express (VRE) and Amtrak. The Amtrak offers the only auto-train service between Lorton and Sanford, Florida. The Lorton area is undergoing considerable development to include a community center, indoor ski resort, animal shelter, new South County police station and construction of new homes.

We look forward to seeing what God will do with our congregation, in this community, as we move forward with a new Pastor.

SHILOH BAPTIST CHURCH
LORTON, VIRGINIA

PASTOR PROFILE AND JOB DESCRIPTION

This is the profile of the person we are looking for in a pastor and the associated job responsibilities. In it, we highlight character qualities, personality traits, theological convictions, roles, responsibilities, and expectations.

Pastor Profile

The Pastor will model the purpose of Shiloh Baptist Church to "pursue relationships that change the world for Christ." The Pastor will be an articulate advocate and communicator for the vision of God's Church, for the Glory of God. This person will be the primary leader, teacher, and visionary and will have a broad responsibility for the spiritual welfare, growth and life of the church in all areas including discipleship, evangelism, and equipping the congregation for service. The Pastor is to embody the essence of a shepherd and servant leader.

In addition, the Pastor will:

- Have a vital walk with Jesus Christ evidenced by faithfulness, passion, and an appreciation for God's glorious Word and grace.
- Have a gift and a passion for preaching the eternal, inerrant, and unalterable Word of God as revealed in the Old and New Testaments.
- Practice personal one-on-one evangelism and discipleship and be committed to equipping others to do the same.
- Be committed to small groups (what we call Accountability Groups) as a key strategy for church spiritual growth and discipleship.
- Display an understanding of aligning church strategy and vision within transient communities like Alexandria and Woodbridge, VA which includes a military presence.
- Be an authentic communicator, easy to understand, and down-to-earth.
- Demonstrate a willingness and ability to share with others in a large group setting and one-on-one from his/her heart and life, as well as be appropriately transparent with the many, and intimately transparent with a few.
- Be willing to be humble enough to accept input from those he/she is leading,
- Display a track record of personal management, leadership, and professionalism and have a personal model for Gospel-driven productivity.
- Have a minimum of five years of Pastoral and teaching experience in a multi-staff church setting.
- Be actively seeking to lead his/her family into relationship with Christ. The Pastor's family should be supportive of God's call on his/her life

Pastor Job Description: Essential Duties and Responsibilities

Shiloh Baptist Church has only four paid positions: Pastor, two musicians and custodian - all other staffers are volunteers. The essential duties and responsibilities of the Pastor will be carried out in the context of the Deacon Ministry, Joint Ministry Team, and ministry leaders. Our intent is that the Pastor will give leadership and oversight and delegate responsibility, as appropriate. These essential duties and responsibilities include, but are not limited to, the following: Ministry of the Word, Prayer, Leadership, Evangelism & Discipleship, Shepherding & Teaching, and Pastoral Care. The Pastor will work in conjunction with the Deacons, ministry staff, and ministry leaders in the implementation of the mission and vision of the church.

Ministry of the Word

The Pastor will be the primary preacher for the church and will teach God's Word faithfully, according to sound doctrine. The Pastor should be committed to an exposition of Holy Scripture that is relevant, authentic and personally applicable.

The Pastor will:

1. Preach majority of the Sundays within a calendar year.
2. Cultivate and lead a team to assist in planning, preparation and evaluation of preaching.
3. Communicate preaching series to Deacons, Associate Ministers, ministry staff and media volunteers in order to coordinate their respective responsibilities.
4. Plan preaching for all special services (e.g., Christmas, Easter, etc.).
5. Supervise the administration of the Ordinances of Baptism and the Lord's Supper.
6. Be a clear and articulate speaker who can be easily understood by our diverse congregation.

Prayer

The Pastor will set the pace in Kingdom-focused prayer by spending time praying daily for the ministry of the Church, and by providing discipleship to others in prayer at the individual, family, and group levels.

Leadership

The Pastor will develop a rich worship life in the church, planning and leading the order of worship for the congregation in collaboration with Deacons, Associate Ministers, ministry staff and volunteers. The Pastor will cultivate and demonstrate a heart to proclaim the Gospel in Lorton, VA, the surrounding region, and the world, thus continuing participation in worldwide Gospel advancement.

The Pastor will lead and hold accountable all ministry staff and will also be a member of the Executive Leadership Council and Joint Ministry Team.

The Pastor will:

1. Conduct regular and frequent meetings with the ministry staff, both individually and jointly, working to assist and equip the ministry staff to achieve and exceed ministry objectives as defined by the Executive Leadership Council.
2. Nurture the mental, spiritual and emotional health of the ministry staff of Shiloh Baptist Church.
3. Work with the Board of Directors (BOD) and Church Administrative Team to provide optimal functioning of administrative duties, to produce the annual church budget, and to ensure all church requirements are met from state and local levels.
4. As a member of the Joint Ministry Team:
 - a. Work with the other members to establish measurable objectives for all ministry staff in keeping with the purposes of the church.
 - b. Work with the other Joint Ministry members to coordinate and execute an annual church strategy, annual goals, and review of ministry objectives.

Evangelism & Discipleship

The Pastor will demonstrate a lifestyle of personal discipleship and oversee its application in congregational life.

The Pastor will:

1. Support and evaluate existing outreach ministries and encourage creativity in the development of new outreach ministries.
2. Encourage and motivate the congregation to bring guests to Worship Service and Bible Study.
3. Develop and lead an Introduction to Shiloh New Member classes for prospective members.
4. In collaboration with ministry staff and Accountability Group leaders, coordinate people's involvement in ministry, ongoing personal discipleship, and an Accountability Group.

Shepherding & Teaching

The Pastor will lead the associate ministers in nurturing and administering the overall shepherding ministry of the church.

The Pastor will:

1. Partner with the associate ministers in their shepherding efforts.
2. Monitor Accountability Group's growth and leadership.
3. Develop means and methods to:
 - a. Equip and train new and existing Accountability Group leaders.
 - b. Cultivate the development of gifts within the body.

4. Engage in personal and professional growth by being mentored and coached on a consistent basis.

Pastoral Care

The Pastor will be involved in Pastoral care of individuals, couples, families, and groups as opportunities arise.

The Pastor will:

1. Develop and oversee a Pastoral Care ministry within Shiloh that seeks to nurture the mental, spiritual and emotional health of the individuals in Shiloh Baptist Church.

Educational and Theological Requirements

1. The Pastor should possess a graduate level education from an accredited theological seminary or demonstrably possess sufficient training acquired through personal mentorship and experience.
2. The Pastor must be committed to an orthodox understanding of Christian faith and adhere to our Statement of Faith as published in our Constitution.
3. Finally, the Pastor must love King Jesus faithfully and passionately, and be filled with the Holy Spirit according to the Scriptures (Acts 2; 1 Timothy 3:1-7; 1 Timothy 4: 6-11).