

Senior Pastor

Reginald Hollingsworth
Chairman, Deacon Board

Delta Jones-Walker
Chairperson, Trustee Board



2457 Massachusetts Street
Gary, Indiana 46407

(219) 886-7769
Fax (219) 886-7598
admin@stjohnbcgary.com
website: stjohnbcgary.com

Senior Pastor Posting - Cover Letter, Job Description, & Candidate Survey

St. John Baptist Church is a faithful, community-centered Baptist congregation in Gary, Indiana, devoted to biblical preaching, spiritual formation, and meaningful outreach. For more than 107 years, our church has served this city as a multigenerational body of believers committed to sharing the love of Christ both within our walls and beyond them.

We are prayerfully seeking a Senior Pastor who is called by God, firmly grounded in Scripture, and committed to shepherding God's people with compassion, humility, and strong spiritual leadership. Our congregation is patiently—and eagerly—discerning whom God is preparing to join us in advancing His mission in this community. This letter is intended to introduce who we are, outline our search process, and explain how interested candidates may apply.

We invite you to learn more about our ministry by visiting stjohnbcgary.com or [facebook.com/SJBCGARY](https://www.facebook.com/SJBCGARY). Our church family includes more than 240 active members and an expanding online audience through our weekly livestreamed Sunday worship services.

During this season of transition, we are deeply grateful for God's provision of an Interim Pastor—a seasoned minister and gifted teacher of the Word who has served with humility, grace, and faithfulness. As we look toward the future, we pray that our next Senior Pastor will embody these same Christ-centered qualities while leading us boldly into the next chapter of ministry.

Enclosed with this letter are the Senior Pastor job description and candidate survey. We encourage you to review these materials prayerfully to discern whether this opportunity aligns with your calling. If you feel led by the Holy Spirit to apply, please submit your materials either by email at sjbcsearchcommittee@gmail.com or by mail to:

St. John Baptist Church
Attn: Chair, Pastoral Search Committee
2457 Massachusetts Street
Gary, IN 46407-3651

Please include a résumé and/or curriculum vitae, a completed candidate survey, and three professional references. Also include links to sermons, digital recordings, or other ministry resources that will help our Pastoral Search Committee become better acquainted with your preaching and leadership.

The Pastoral Search Committee is overseeing this process on behalf of the church. The application period will remain open from **January 30, 2026, through March 31, 2026**. We understand that some candidates may desire discretion, and we are committed to maintaining confidentiality throughout the process.

May God's Grace and Blessings Rest Upon You as You Continue to Serve Him and His people,

Deacon Reginald Hollingsworth
Pastoral Search Committee Chairperson
St. John Baptist Church

"Serving People Between Sundays"

Senior Pastor

Reginald Hollingsworth
Chairman, Deacon Board

Delta Jones-Walker
Chairperson, Trustee Board



2457 Massachusetts Street
Gary, Indiana 46407

(219) 886-7769
Fax (219) 886-7598
admin@stjohnbcgary.com
website: stjohnbcgary.com

Job Description

Position Title: Pastor
Position Type: Full-Time
FLSA Status: Exempt

Church Statement of Purpose

To lead people to Jesus Christ through membership in our family; to develop them to Christian maturity; and equip them for their ministry in the church and mission in the world in order that the name of God might be glorified in the world. (Acts 2:1-47; Matthew 28:19-20- 1; Corinthians 1:10)

Position Summary

The Pastor serves as the spiritual leader of the church and is responsible for providing biblical teaching, pastoral care, administrative oversight, and visionary leadership in accordance with Baptist doctrine and the mission of the church.

The Pastor works collaboratively with church leadership to nurture the congregation's spiritual growth, promote outreach initiatives, and ensure the effective functioning of church ministries.

Qualifications

- A personal relationship with Jesus Christ and a clear calling to pastoral ministry.
- A baptized believer in basic doctrines of the faith as held by the Baptist denomination and a dedicated servant of God.
- Be licensed and ordained minister of the Gospel.
- Demonstrated experience as a Pastor, preaching, leadership, and pastoral care.
- Strong interpersonal, organizational, and communication skills.
- Formal education in Theology and ministry, such as a bachelor's degree, Master of Divinity (M.Div.) or equivalent from an accredited seminary is preferred.

Core Competencies

- Biblical knowledge and theological soundness
- Compassion and pastoral sensitivity.
- Effective communication and preaching ability.
- Leadership and team-building skills
- Integrity, humility, and spiritual maturity

"Serving People Between Sundays"

Key Responsibilities

1. Preaching and Teaching

- Prepare and deliver weekly sermons rooted in Scripture and Baptist theology.
- Lead Bible studies, discipleship programs, and other teaching sessions.
- Provide clear, sound doctrinal instruction consistent with Baptist beliefs.

2. Pastoral Care and Counseling

- Prepare and deliver weekly sermons rooted in Scripture and Baptist theology.
- Lead Bible studies, discipleship programs, and other teaching sessions.
- Provide clear, sound doctrinal instruction consistent with Baptist beliefs.

3. Worship Leadership

- Plan and coordinate worship services in collaboration with worship and music leaders.

4. Church Administration

- Collaborate with deacons, trustees, various church committees, and ministry leaders to guide church operations.
- Oversee church staff and volunteers; provide leadership and evaluation as needed.
- Assist in developing and managing the church's budget and strategic plans.
- Ensure that administrative processes reflect Baptist congregational governance.

5. Vision and Leadership

- Provide spiritual and organizational leadership to support the church's mission.
- Cast vision for growth, discipleship, and community impact.
- Support and encourage church ministries.

6. Evangelism and Community Engagement

- Lead and model evangelistic outreach within the community.
- Encourage the congregation to participate in missions and service opportunities.
- Represent the church in local Baptist associations and community events.
- Other assignments as needed.

Work Schedule

- Expected: 40-50 hours/week
Leaves margin for check-ins, meetings, and life of the church as discerned or required.

Compensation

Salary and housing allowance in line with a senior pastor role for a medium church, benefit package that includes medical and life insurance, retirement, and vacation. Specific package presented to final candidates.

Candidate Survey: St. John Baptist Church

As our church searches for a pastor, please complete the following questionnaire to help the Search Committee understand what is most important to you in your Pastoral Ministry. These responses will help us in our discernment of God's direction for our next spiritual leader.

Part 1: Pastoral Ministry Approach

1. What areas of ministry should our next pastor focus on most? (select all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Preaching & teaching | <input type="checkbox"/> Pastoral care & visitation |
| <input type="checkbox"/> Spiritual development | <input type="checkbox"/> Worship and music leadership |
| <input type="checkbox"/> Youth & Children's Ministry | <input type="checkbox"/> Missions (Domestic and/or Foreign) |
| <input type="checkbox"/> Evangelism & outreach | <input type="checkbox"/> Administration and leadership development |

Part 2: Vision and Future

2. As we look ahead, what vision has God given you to lead our church over the next five years?

3. Is there anything else you would like the Pastoral Search Committee to know about you that's not included in your resume package?

Part 3: Qualities in a Pastor

4. What preaching approach best describes your delivery of a sermon? (select all that apply)

- | | |
|--|--|
| <input type="checkbox"/> Expository (verse by verse) | <input type="checkbox"/> Practical life application |
| <input type="checkbox"/> Thematic (specific theme) | <input type="checkbox"/> Storytelling or illustrative |
| <input type="checkbox"/> Topical (related to current events) | <input type="checkbox"/> Other (please specify): _____ |

5. How important are the following to you as a pastor?

Characteristic	Very Important	Somewhat Important	Not Important
• Strong biblical preaching and teaching	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Deep biblical knowledge	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Spiritually mature and prayerful	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Compassionate, empathetic, and approachable	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Effective communicator and attentive listener	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Visionary leadership with strategic direction	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Encourages lay involvement and teamwork	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Prioritizes church growth and revitalization	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Strong administrative and organizational skills	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Skilled in counseling and pastoral care	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Emphasis on worship and prayer in church life	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Passion for evangelism and outreach	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Commitment to social justice and community advocacy	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
• Actively supports youth and children's ministry	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>