



SHILOH BAPTIST CHURCH PASTOR APPLICATION FORM

**Send completed application to:
PO BOX 22201, Sacramento CA 95822**

CONFIDENTIALITY STATEMENT FOR PASTORAL APPLICANTS

Shiloh Baptist Church is committed to protecting the privacy and personal information of all individuals who apply for the position of Pastor. All materials submitted as part of the application process - including résumés, cover letters, references, personal statements, and any supporting documentation - will be handled with the highest level of confidentiality.

Protection of Applicant Information

- All application packets are reviewed only by authorized members of the Pastoral Search Committee.
- Personal information, including contact details, employment history, educational records, and ministerial credentials, will not be shared outside the committee without the applicant's explicit permission.
- Sensitive information such as background checks, Social Security numbers, and personal disclosures will be securely stored and protected.

Use and Retention of Materials

- Application materials become the property of the Pastoral Search Committee upon submission.
- If an applicant is not selected for an interview, all submitted materials will be securely shredded.
- No applicant information will be used for any purpose other than the pastoral search and evaluation process.

Commitment to Privacy

- Shiloh Baptist Church values integrity, trust, and respect. We affirm our responsibility to safeguard the personal information entrusted to us by applicants and to ensure that all records are handled ethically and securely.
- By submitting an application, candidates acknowledge and understand this confidentiality commitment.



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PERSONAL/FAMILY INFORMATION:

Last Name	First Name	Middle Initial

Street address	City/state	Zip

Phone number	Email address	Date of birth	Social Security Number

Marital Status	Date of marriage	Wife's Name	Wife's occupation

If you have children, please list their names and ages:

EDUCATION:

Name of high school attended:	City & State	Graduate?	Yes	No	Year?
		GED?	Yes	No	
College Education	City & State	Graduate?	Yes	No	Year?
Other	City & State	Graduate?	Yes	No	Year?

MILITARY SERVICE:

Military Service? Y or N	Branch?		Years Served:	
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REFERENCES: (pastoral and professional) 3 pastoral references and 2 personal references

Name and Occupation	Relationship:	Phone Number and Email

CURRENT CHURCH INFORMATION:

Are you ordained?	Date of Ordination:	Ordaining Church:

NOTE: Applicant must provide a copy of license and ordination certification.

Name of Current Church	Phone	Website
City	State/Zip	
Current Membership	Current Attendance	Membership when arrived
Title/Position	Years of Service	Major responsibilities



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CHURCH HISTORY:

Name of Church	Phone	Website
City	State/Zip	
Current Membership	Current Attendance	Membership when arrived
Title/Position	Years of Service	
Major responsibilities		
Reason for Leaving:		

Name of Church	Phone	Website
City	State/Zip	
Current Membership	Current Attendance	Membership when arrived
Title/Position	Years of Service	
Major responsibilities		
Reason for Leaving:		

Name of Church	Phone	Website
City	State/Zip	
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PAID PROFESSIONAL AND/OR BUSINESS EXPERIENCE:

Name of Employer	Job title	Duties
Address		City/State/Zip
Date of Employment	From	To
Supervisor	Telephone	
Reason for leaving		

Name of Employer	Job title	Duties
Address		City/State/Zip
Date of Employment	From	To
Supervisor	Telephone	
Reason for leaving		

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MINISTRY AND PASTORAL QUESTIONS:

What aspects of this pastoral position most attract you, and why?

If you are currently employed as a minister/pastor, why are you interested in making a change?

Do you hold any pertinent secular certification or licenses? If yes, please describe:



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Have you ever been convicted of a felony or misdemeanor? If yes, please explain:

Vision: Please describe your vision for Shiloh Baptist Church

Philosophy of Leadership: Please describe your leadership style.



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Professional Accountability: Please describe your view of how a pastor should function regarding:	
Church finances	
Relationship with the church deacons	
Relationship with church staff (custodian, musicians, office staff)	
Hospital visitation/sick and shut-ins/bereavement	



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Personal Christian Experience: Please describe the following:	
A brief summary of your conversion experience.	
Your calling to work full-time in the church.	
Your spiritual gifts.	
Your spiritual maturity and how you cultivate it.	



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Family/Personal/Civic Activities:	
List of any community organizations (civic, social, etc.) of which you are currently involved.	
If married, how does your wife enhance your ministry?	
Share how you make family a priority.	
What are your special interests and hobbies?	
What is your chief contact with non-Christians?	
What three people have had the greatest positive impact on your life and why?	



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Church Covenant Agreement:

The voluntary agreement to meet regularly for worship and work is commonly called a "Church Covenant." This covenant entered into by members of Shiloh Baptist Church, is whereby they promise to conduct their lives in such a way as to glorify God and promote the ongoing of His church.

Please comment on the importance of the generally accepted Shiloh Baptist Church Covenant.

Is there anything in your past or present that we should be aware of and discuss before we consider you as a candidate for pastor of this church?



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CAREFULLY READ EACH STATEMENT BEFORE SIGNING AT THE BOTTOM

I certify that **all** the information provided in this employment application is true and complete to the best of my knowledge, and I authorize investigation of all statements contained in this application, including a criminal background. I understand that any false or incomplete information may disqualify me from further consideration for employment and may result in my immediate discharge if discovered at a later date.

I authorize the investigation of any or all statements contained in this application and also authorize any person, school, current employer, past employers, and other organizations to provide information concerning my previous employment and other relevant information that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

I furthermore understand that I am expected to work within the framework of the Constitution and By-laws established by this church should I become its pastor.

I have read, understand, and agree with the above statements.

By typing your name along with the date below, you are verifying that you agree with the above statement. Please return this completed form/application by email to

shilohbchurchsubmit@gmail.com

Signature:

Date:



SHILOH BAPTIST CHURCH PROFILE:

We are “A Loving Church Building Upon the Solid Rock” (Philippians 1:8-11; Matthew 16:18) banner can be readily seen as you enter the doors of Shiloh Baptist Church. We are located in a historic culturally diverse neighborhood known as “Oak Park.” This neighborhood is considered the “mecca” for the African American community.

Oak Park has undergone significant demographic shifts, economic changes, and redevelopment in the last decade, leading to a mix of long-term residents and newcomers. Gentrification has led to the displacement of many long-time residents and although a majority of our members are commuters, there is still a strong presence in meeting the basic needs of the community as noted in our community activities.

The community houses the UC Davis Health System, McGeorge School of Law, Sacramento High School, Christian Brothers High School, and the Sacramento City College.

Being in the middle of a residential neighborhood has allowed us to focus on being an important part of the fabric of life here.

Our church is a first-stop for many political candidates as they seek to explain their platform and “to secure” our votes. Our once active “Political Action Team” held forums and aided members who requested clarity on certain issues on the ballot.

ABOUT US:

As of May 2026, Shiloh Baptist Church has approximately 679 on its roll. Demographically, Shiloh Baptist Church reflects a predominantly African American, lower to middle class population. From our membership roll approximately 75% are female and 25% are male. As noted earlier, a majority of our members are commuters, with very few living within our zip code. Our congregation has a wide range of longevity in its history.

Currently, there are approximately forty members who united with the church over 50 or more years ago. Many of them are still actively engaged in our worship services, while the others are listed on the sick and shut-in list.



OUR PRESENT CONGREGATION:

The population distribution includes approximately 228 seniors aged 75–90+, 191 adults aged 41–74, 126 young adults aged 18–40, and 20 youth aged 6–17.

We currently have a leadership team consisting of the Deacon Board and the Trustee Board, with the pastor being an ex-officio member. Our church structure calls for quarterly business meetings, along with any needed called business meetings per our Church Constitution and Bylaws. The Chairman of the Deacon Board presides over all business meetings. Sometimes meeting the quorum (60 in attendance) has been challenging.

At one time, Shiloh had an active membership in the National Baptist Convention (National Baptist Congress of Christian Education) along with a more local regional association – (Saint John Baptist Association-Northern District). Shiloh has had a well-established tradition of working with the Saint John Baptist Association – Northern District. A sprinkling of members still attends monthly second Saturday sessions with Northern District.

Shiloh members are often recognized during the worship services to highlight their faithful service, commitment and dedication to our church.

OUR SERVICE:

Prior to the global pandemic, we had two services each Sunday; 7:45 am and 10:30 am. We presently have one service at 10:00 am and Sunday School at 9 am. Our service structure includes a call to worship, devotion (scripture, prayer, song), gospel selections from our various choirs, offering, altar call, gospel preaching, and an invitation to discipleship.

Our viewership via Facebook Live, YouTube and Rumble averages around 324 viewers weekly. Others (particularly some of our senior population) rely on our weekly Radio Ministry KJAY 1430, due to their lack of technology experience. Our audio equipment presently is in a critical state.

We are excited that our Children and Youth Ministry are active again. Each fourth Sunday is designated as Children and Youth Sunday. They oversee all facets of the service except the pulpit.

We share communion on the first Sunday of the month. Attendance on a Sunday varies. The first Sunday is approximately 245 and the other Sundays approximately 150 plus.



OUR ACTIVITIES:

Our church engages in various mid-week activities such as a Wednesday morning (in person) Bible Study led by one of the associate ministers. Approximately 10-15 people attend on a regular basis. A Wednesday evening weekly Prayer meeting via phone is available to members and friends. Average participants range from 50-58 weekly. The various ministries meet weekly or monthly to conduct business and or prepare for Sunday Services

Presently, we don't have the Bus Ministry available to our congregation, however, Para Transit passes are provided upon request for members to attend church on Sundays.

OUR COMMUNITY ACTIVITIES:

Vacation Bible School historically has been held in July with approximately 80-100 children and youth in attendance culminating with the Church Family Picnic held at William Land Park for a day of fun, food and fellowship.

An August "Backpack" and supplies give-away was held for many years targeting our church youth as well as the Oak Park community youth.

Two of our best- attended church-wide fellowships in the past have been our Summer Family Picnic and Family and Friends Day in September. Both activities attracted our regular members, former members and guests from across multiple generations.

For many years our church sponsored an annual "Thanksgiving Dinner" open to the Oak Park community. Approximately 600 residents and church members attended this Turkey and fixings dinner. Blankets and coats were available to members and residents.

Since July 2011, we have enjoyed a partnership with the Sacramento Food Bank. When word spread that Shiloh was a distribution site, people began lining up hours early before scheduled distribution. Over the years, the needs for the community have grown for Shiloh's Food Pantry. On Fridays, faithful volunteers sort and bag up groceries to be given out on Mondays, rain or shine. This ministry is currently run by the Deacon Board Ministry along with volunteers.

Our benevolence ministry helps to meet the financial needs of people living in this area (Oak Park) and within our congregation, such as rent, utilities, food and other needed resources while offering a connection with our Church family.



OUR BUILDING:

Our church was organized in 1856 at a Chinese Christian Chapel on 6th & H Streets, in Sacramento California. At the time, the church was called Siloam Baptist Church. The Rev. Charles Satchell was the first pastor (1856-1859). Shiloh was the second church in Sacramento to be founded and organized by and for African Americans. Through the years, the church moved to different locations. In 1891, the name was officially changed from Siloam Baptist Church to Shiloh Baptist Church. Shiloh was incorporated in the State of California in November 1898.

In 1954, Shiloh acquired property at 9th Avenue and 36th Street, breaking ground in 1958. Joseph Warner was the African American Contractor who started building Shiloh at its current location until Shiloh ran out of funds. At that time the church agreed to allow Rev. Willie P. Cooke (then pastor) to complete the building of the church along with the men of the church. It took five years to complete the building where it stands today. The building was officially dedicated on October 13, 1963.

On July 3, 2012, Shiloh Baptist Church was listed on the National Register of Historic Places. Additionally, Shiloh was listed with the City of Sacramento as a Historic Landmark on September 4, 2012.

The list of pastors over the years shows that often the church had a leadership with an innovative thinking approach that was appreciated by its congregation as well as the Oak Park community.

PROPERTY:

Shiloh purchased two rental properties adjacent to the church in the 1980s. One tenant still remains at the property to date and the other has been at the property for 20 years

In 1994 the church purchased 26 acres of land in Southeast Sacramento (South Watt Avenue and Florin Road) for Shiloh's future expansion (approximately 20-30 minutes from the church). The initial plan was to build a new worship facility, a senior citizen's complex, and an educational facility. To date, Shiloh still maintains ownership of this property.



STAFFING:

We have always been blessed to have a Senior Pastor and associate ministers (four presently). Additionally, we have the following staff:

- One part-time Administrative Secretary
- One full-time Church Secretary
- One full-time Custodian/maintenance
- One full-time Church Treasurer
- One part-time opener/closer
- One part-time Audio and Video Technician
- One part-time IT Technician
- One part-time Bookkeeper
- One part-time Minister of Music & other accompanists.

MOVING FORWARD:

Having given a summary of our church congregation, the community, our involvement, activities, and our history, we move forward to discuss where we want to go in the years ahead.

We are mindful of the need to develop new ministries to address current needs inside as well as outside of the church building. Based on a recent survey given to the congregation, 64% percent of the congregation felt that it was “very important” and 33% felt it was “important” that a “shared vision” be developed as we move forward. Thus, it is our desire to have a “vision” day where the church sets time to gather, look at itself and be led by the Holy Spirit. We are mindful of the wisdom from Proverbs 29:18a: “where there is no vision, the people perish.” It is our hope and prayer that as we enter a new chapter in the life of Shiloh Baptist Church, we as a body will look at some key issues and concerns that need to be addressed as we move forward.

Additionally, we recognize the many challenges that we face as a church and a community as we look to the future. For example, the most significant challenges are: 1) an aging congregation, 2) decreasing attendance and participation, 3) meeting the needs of our young adult, youth and children ministries, and 4) reconnecting with the Oak Park Community.

For more than 170 years, Shiloh Baptist Church has stood on the shoulders of men and women who came before us to plant the seeds. We are thankful to God for how He has nurtured and loved the body through the good times and the hard times. As we move ahead with grateful hearts and prayerful attitudes and prepare for calling a new Pastor, we are mindful of Jeremiah 29:11 “For I know the plans I have for you, declares the Lord, plans to prosper you and not to harm you, plans to give you hope and a future.” (NIV)



PASTOR'S PROFILE:

In an effort to prayerfully and thoughtfully identify the next Pastor of Shiloh Baptist Church, the Pastoral Search Committee has established a profile that reflects the spiritual, Biblical, and practical expectations of the Church body as a whole; built on Biblical principles. This profile is designed to guide the selection process and ensure alignment with God's will for the church.

1. Education

The preferred candidate's education should be used as a tool to support and fulfill the pastoral calling. The candidate must possess one or more of the following:

- Bachelor's degree (BA/BS) preferred
- Seminary training or theological education strongly desired
- Advanced degrees (Master's/Doctorate) considered beneficial

2. Experience

The candidate should demonstrate sufficient ministry experience:

- Preferred: 5–10 years of ministry experience
- Experience in pastoral leadership (preferred), teaching, and congregational care
- Proven ability to lead, grow, and nurture a church body

3. Personal Status and Preferences

- Married, demonstrating commitment to family life
- Willingness to serve within the Greater Sacramento Area
- Values and participates in community involvement

4. Spiritual and Personal Qualifications of the Pastor

- The Pastor of Shiloh Baptist Church should exemplify Biblical character, spiritual maturity, and effective leadership, as outlined in Scripture (1 Timothy 3:1–7; Titus 1:5–9).

5. Character and Integrity

- Blameless and of upright character (Titus 1:6–7)
- Of good report among believers and the community (1 Timothy 3:7)
- Not greedy or motivated by dishonest gain; demonstrates integrity (Titus 1:7; 1 Timothy 3:3)



6. Family and Personal Life

- Husband of one wife, showing faithfulness and commitment (1 Timothy 3:2; Titus 1:6)
- Manages his household well, demonstrating leadership, care, and accountability (1 Timothy 3:4–5)

7. Spiritual Maturity and Conduct

- A seasoned Christian, spiritually mature and grounded in the faith (1 Timothy 3:6)
- Gentle, not quarrelsome, and self-controlled (1 Timothy 3:2–3)
- A peacemaker who promotes unity within the body of Christ (Romans 12:18)
- Hospitable and welcoming to others (1 Timothy 3:2; Titus 1:8)
- Demonstrates wisdom in leadership and decision-making (James 1:5)

8. Ministry and Calling

- Able to teach sound doctrine clearly and effectively (1 Timothy 3:2; Titus 1:9)
- Uses education and knowledge as a tool to fulfill God's calling
- Maintains a strong and personal relationship with the Lord (John 15:4–5)

9. Leadership Style & Vision

- The Pastor of Shiloh Baptist Church should provide Christ-centered leadership that is visionary, servant-hearted, and grounded in Scripture. The candidate should demonstrate the ability to lead the congregation with clarity, humility, and purpose.

10. Leadership Style

- Demonstrates servant leadership, following the example of Christ (Mark 10:45)
- Leads with humility, integrity, and accountability (1 Peter 5:2–3)
- Communicates clearly, effectively, and with compassion
- Encourages unity, collaboration, and spiritual growth within the church body
- Exercises sound judgment and discernment in decision-making
- Builds and develops leaders within the ministry



11. Vision and Direction

"And I will give you pastors according to mine heart, which shall feed you with knowledge and understanding." Jeremiah 3:15 (KJV)

"And no man taketh this honour unto himself, but he that is called of God, as was Aaron." Hebrews 5:4 (KJV):

- Seeks God's guidance in establishing and casting vision for the church (Proverbs 29:18)
- Provides clear spiritual direction aligned with biblical principles
- Demonstrates a heart for church growth—spiritually, numerically, and in community impact
- Leads initiatives that strengthen discipleship, evangelism, and outreach (Matthew 28:19–20)
- Guides the church in adapting to changing needs while remaining rooted in truth

12. Pastoral Care and Community Engagement

"Take heed therefore unto yourselves, and to all the flock, in which the Holy Ghost hath made you overseers, to feed the church of God, which he hath purchased with his own blood." Acts 20:28 (KJV)

- Shows genuine care and compassion for the congregation
- Is approachable, accessible, and responsive to the needs of members
- Actively engages with the local community and fosters meaningful relationships
- Supports and strengthens families, individuals, and ministry groups

13. Commitment to the Church's Mission

"Feed the flock of God which is among you, taking the oversight thereof, not by constraint, but willingly; not for filthy lucre, but of a ready mind; Neither as being lords over God's heritage but being examples to the flock." 1 Peter 5:2–3 (KJV)

- Upholds and advances the mission and values of Shiloh Baptist Church
- Works collaboratively with church leadership, ministries, and committees
- Demonstrates faithfulness, consistency, and dedication to the call of pastoral ministry



14. This profile was built with the following scriptures as a foundation:

1 Timothy 3:1-7 (King James Version)

^{3:1} This is a true saying, if a man desire the office of a bishop, he desireth a good work.

² A bishop then must be blameless, the husband of one wife, vigilant, sober, of good behaviour, given to hospitality, apt to teach;

³ Not given to wine, no striker, not greedy of filthy lucre; but patient, not a brawler, not covetous;

⁴ One that ruleth well his own house, having his children in subjection with all gravity;

⁵ (For if a man know not how to rule his own house, how shall he take care of the church of God?)

⁶ Not a novice, lest being lifted up with pride he fall into the condemnation of the devil.

⁷ Moreover he must have a good report of them which are without; lest he fall into reproach and the snare of the devil.

Titus 1:5-9 (King James Version)

⁵ For this cause left I thee in Crete, that thou shouldest set in order the things that are wanting, and ordain elders in every city, as I had appointed thee:

⁶ If any be blameless, the husband of one wife, having faithful children not accused of riot or unruly.

⁷ For a bishop must be blameless, as the steward of God; not selfwilled, not soon angry, not given to wine, no striker, not given to filthy lucre;

⁸ But a lover of hospitality, a lover of good men, sober, just, holy, temperate;

⁹ Holding fast the faithful word as he hath been taught, that he may be able by sound doctrine both to exhort and to convince the gainsayers.

On the behalf of the Shiloh Baptist Church family, thank you for your time and your interest in the position of Pastor. God Bless You!