



Dear Pastor,

Thank you for your interest in applying for our senior pastor position. Please fill out the application completely. Be sure to include the separate additional pages in the Spiritual Profile section which can be found on page 5 of the application; respond to all four items there.

There are two places which will require your signature: one is at the conclusion of the Statement of Faith section (on page 7) and another to authorize us to proceed with a background check release in the event of moving forward in the process (found on page 8).

The Committee will be extending our search period to receive applications. We will review them on a bi-monthly basis until we fill the position. We are trusting God to bring forth the man who will lead our church. We thank you in advance for your patience.

Thank You,

The Camano Chapel Pastor Search Team

CAMANO CHAPEL

Ministry Description

DATE: February 2022

POSITION: **SENIOR PASTOR**

REPORTS TO: Executive Committee

OVERVIEW

Camano Chapel is a Christian, non-denominational, community church located on beautiful Camano Island, WA. Sunday attendance is currently about 450 people with an additional 300-400 viewing from home. Our church was founded 70 years ago in 1951 with the dedication service led by the Rev. Billy Graham. Our 20 acre campus and buildings have been completed debt free through God's provision and the faithfulness of the congregation. We are looking to fill our full-time senior pastor position as our previous pastor has retired after 25 years of faithful service.

DESIRED ATTRIBUTES/GIFTING

Preacher/Teacher, Shepherd/Relational, Visionary/Leadership, Discipleship/Evangelism, Sense of calling to lead the congregation of Camano Chapel.

QUALIFICATIONS

Master's Degree (*M. Div., or equivalent theological degree*). Prefer 5 year's experience as Senior Pastor (*or equivalent*). Biblically sound and aligned with Camano Chapel's doctrinal beliefs (camanochapel.org/our-beliefs). Meets biblical requirements for an Elder. Exercises a strong daily prayer life. Desire to be held accountable. Possesses ability to be an inspirational leader, uphold the values of Camano Chapel, and become a vital member of the ministry team.

GENERAL EXPECTATIONS

- Senior Pastor will become part of a supportive *Elder Board, an Administrative Board and Pastoral Team*.
- Relevant/biblical weekly preaching of Sunday services (*currently 3 services*).
- Expected to provide vision, leadership and minister to church leaders, staff and congregation.
- Contributes to the team spirit of the staff and lay leaders through fellowship, encouragement, cooperation, prayer support and example.
- Ability to provide forward-thinking vision and direction for the church as a whole.
- Willingness to invest in maturing the congregation through preaching, teaching and discipleship opportunities.
- Passion to build a culture of service by equipping the saints for the work of the ministry.
- Willingness to be active in the prayer component of the church.

- Supportive of missions and community outreach work.
- Supportive of the church's community involvement, events, activities.
- Desire to reach unsaved with an emphasis on our immediate local community.
- Desire to grow the multigenerational congregation both spiritually and numerically.
- Have a heart to encourage younger generations and families to belong.
- Willingness to fully engage in church leadership meetings, pastor meetings, staff meetings, staff retreats, planning meetings, regular office presence.
- Participates in regular daily/weekly pastoral duties alongside pastoral team (counseling, prayer, visitations, weddings, funerals, etc.).
- Provide direct oversight to Executive Pastor.
- Ability to work closely with Worship Director to produce worship services.
- Communicate clearly with staff, leadership and congregation.

MISSION STATEMENT

Glorify God – Love People – Make Disciples

Senior pastor must be able to articulate how he will bring value to Camano Chapel using this mission statement as a beginning point.

VISION STATEMENT

UPWARD: Glorifying God through personal faith in Jesus and by regularly worshiping corporately, as we grow in knowledge, service, and obedience to biblical principles.

(Matt. 22:37)

INWARD: Equipping believers with biblical teaching to become more like Jesus

(Eph. 4:11-13)

OUTWARD: Training and providing opportunities for believers to use their time, talents, and treasures in sharing the gospel, both locally and globally.

(Matt. 28:19-20)

COMPENSATION / START DATE

Salary (Range \$80,000 - \$95,000), vacation time, sick leave, sabbatical and medical stipend to be established by the Administrative Board based on the individual, experience and qualifications. **Desired position start date: Sunday, June 5, 2022** (flexibility open to discussion).

APPLICATION FOR EMPLOYMENT

CAMANO CHAPEL
867 S. West Camano Drive
Camano Island, WA 98282
(360) 387-7202

Date _____

Position Desired: Senior Pastor

CANDIDATE PROFILE:

Last Name _____ First _____ Middle _____

Address _____ City _____ State _____ Zip Code _____

Home Phone (____) _____ Work Phone (____) _____

Cell Phone (____) _____ E-mail Address _____

Pay Requirement/Expectation (do not leave blank): _____ Date available for employment: _____

Do you have a relative currently on staff? YES NO (If yes, give name(s) and relationship). _____

Are you a member of Camano Chapel? YES NO (If no, what is the name of your current church? _____

CHURCH MINISTRY OR EMPLOYMENT PROFILE:

Do not substitute a résumé for this section:

Present Church or Employer _____

Position and Ministry Description: _____

Phone (____) _____ Address _____

City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

If we may not contact them, please explain why: _____

Average weekly attendance (If applicable): _____

Reason for leaving: _____

Previous Church or Employer _____

Position and Ministry Description: _____

Phone (_____) _____ Address _____

City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

If we may not contact them, please explain why: _____

Average weekly attendance (*If applicable*): _____

Reason for leaving: _____

Previous Church or Employer _____

Position and Ministry Description: _____

Phone (_____) _____ Address _____

City _____ State _____ Zip Code _____

Dates of Service: _____ to _____ Starting Compensation _____ Ending Compensation _____

Name of Overseer _____ May we contact this person as a reference? YES NO

If we may not contact them, please explain why: _____

Average weekly attendance (*If applicable*): _____

Reason for leaving: _____

Please detail Christian ministries you have worked with, indicating the duration of your involvement, location and role.

In the same manner, please list any secular work experience that has helped you prepare for your ministry.

Please evaluate your practical abilities. Indicate whether you have: Limited skills, Moderate skills, or Proficiency.

| | L | M | P | | L | M | P |
|----------------|--------------------------|--------------------------|--------------------------|----------------------|--------------------------|--------------------------|--------------------------|
| Leadership | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Computer/Keyboarding | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Administration | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Planning | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Communication | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Inspiration | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |
| Teaching | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> | Equipping | <input type="checkbox"/> | <input type="checkbox"/> | <input type="checkbox"/> |

Please give several examples of how you have worked with a ministry team and staff in your current ministry. _____

EDUCATION PROFILE:

College(s)/University(ies)/Seminary(ies) attended, and degree(s) granted: _____

Do you plan any further study? YES NO If yes, explain _____

PERSONAL PROFILE:

What part have you taken in the activities of the communities where you have lived? _____

What are some of your favorite leisure, hobby and vacation interests? _____

What are your cultural interests (music, art, literature, and athletics) and how do you express these interests? _____

What books/periodicals have you read in the past 12 months (except for school)? Please list. _____

From past experience, how do you manage stress? _____

Have you ever been convicted of a felony? YES NO (If yes, please give the date, place and nature of the charge of which you were convicted. Note: A conviction will not necessarily disqualify you from employment).

Do you have any current criminal charges pending against you? YES NO If yes, describe _____

Have you worked or attended school under any other name? YES NO If yes, give name(s) _____

May we check with your present employer for a reference? YES NO

If hired, can you furnish proof that you are eligible to work in the United States? YES NO
(employment is contingent upon satisfactory proof of eligibility to work in the United States).

SPIRITUAL PROFILE:

Because of the unique nature of our ministry, we are concerned that our employees be committed to the Christian perspective as explained in our [Statement of Faith](#). We expect all of our employees to actively pursue their walk with God and to be involved in times of prayer for the specific needs our Chapel family, and to not teach contrary to the “[Doctrines Camano Chapel’s Elders Hold to be True](#)”.

To help us evaluate our compatibility, please take a moment to answer the following questions.

Are you currently having a consistent quiet time and Bible based devotional life? YES NO

Are you currently leading regular devotions with your family? YES NO

Are you currently involved in a one-to-one discipleship relationship? YES NO

On a separate sheet of paper, please provide the following:

1. How you came to know Jesus Christ as your personal Savior (*your personal letter of testimony.*)
2. Your life’s purpose statement and its practical application to your daily life.
3. How you implement the equipping model of Ephesians 4:12 in your personal ministry.
4. Describe a ministry plan you have utilized to encourage new attendees to move into church family life and ministry.

STATEMENT OF FAITH:

*Without outside help (except from the Bible and a concordance),
please state in your own words your views on the following doctrines:*

Inspiration of the Scriptures. _____

The Trinity.

1. God the Father: _____

2. Jesus Christ.
a. Life and ministry: _____

b. The atonement. _____

3. Holy Spirit.

a. Person and work: _____

b. The baptism and gifts: _____

Man: creation, effect of the fall, eternal destiny. _____

Salvation: the work and subsequent life. _____

The Church: its nature and its mission. _____

The Sacraments: significance of Baptism and Communion. _____

The Second Coming: include eternal state of the saved and lost. _____

STATEMENT OF FAITH

To achieve coherence and unity within the ministry; to assure that the work of the ministry is conducted in a manner worthy of the calling to which Camano Chapel has been established; to maintain fidelity to the announced purpose, vision and mission of Camano Chapel, even as described in its constitution and by-laws; to advance these compelling interests of Camano Chapel; and to foster a loving supportive and redemptive work environment with the ministry, Camano Chapel evaluates each prospective employee in part, according to his or her ability and willingness to subscribe to these principles and requires that each employee of the organization enthusiastically embrace the Statement of Faith, The Doctrines Camano Chapel's Elders Hold to be True, as well as the Purpose, Vision and Mission statements as part of the employment process to affirm such principles in their lives, both in and out of the work place.

Please read the [Camano Chapel Statement of Faith, and The Doctrines Camano Chapel Elders Hold to be True](#), and sign below. Without mental reservation, I hereby subscribe to Camano Chapel's Statement of Faith and agree to not teach anything contrary to the positions explained in the Doctrines Camano Chapel Elders Hold to be True.

Applicant's signature _____ Date _____

CHARACTER REFERENCES

Three references are needed. *(Please use references who know you well - - not mere acquaintances.)*

Your Overseer _____ Length of time known _____

Phone (____) _____ Email: _____

One of your teachers _____ Length of time known _____

Phone (____) _____ Email: _____

A Christian business relation _____ Length of time known _____

Phone (____) _____ Email: _____

A former employer _____ Length of time known _____

Phone (____) _____ Email: _____

Other _____ Length of time known _____

Phone (____) _____ Email: _____

PLEASE READ EACH STATEMENT CAREFULLY BEFORE SIGNING

I certify that all information provided in this application and any attachments is true and complete. I understand that any false information or omission may disqualify me from further consideration of employment, or, if I am hired, may result in my dismissal from employment if discovered at a later date.

I understand that the employer may request an investigative consumer report from a consumer reporting agency. This report may include information as to my character, reputation, personal characteristics and mode of living obtained from interviews with neighbors, friends, former employers, schools and others. I understand I have a right to make a written request within a reasonable time for the disclosure of the name and address of the consumer reporting agency so that I may obtain a complete disclosure of the nature and scope of the investigation.

I authorize the investigation of any or all statements contained in this application. I also authorize whether listed or not, any person, school, current employer, past employers, and organizations to provide relevant information and opinions that may be useful in making a hiring decision. I release such persons and organizations from any legal liability in making such statements.

Background Authorization:

I understand that prerequisites for all candidate finalists may include completion of the DISC Tests and StrengthsFinder 2.0, (or similar human resource tool), a background check, and a standard Department of Motor Vehicle evaluation.

Employment at Will:

I understand that this application or subsequent employment does not create a contract of employment nor guarantee employment for any definite period of time. If employed, I understand that I have been hired at the will of the employer and that my employment may be terminated at any time, with or without cause and with or without notice. I understand that no employee or representative of Camano Chapel, has any authority to enter into any agreement for employment for a specified period of time or to make any agreement contrary to the foregoing except where stated in Camano Chapel's Constitution and By-laws. Further, no staff member may alter the at-will nature of the employment relationship unless done so specifically and in writing. This employment at will relationship shall remain in effect throughout your employment.

I have read, understand and consent by my signature to these statements.

Applicant's signature _____ Date _____

PRE-EMPLOYMENT INVESTIGATIVE REPORT RELEASE

I understand that Camano Chapel may obtain a consumer investigative report for employment purposes. This report will contain a review of my credit history. I further understand that the use of a photocopy of this form may be necessary to verify this information; I authorize this use and request that such a photocopy be honored fully.

POST-EMPLOYMENT INVESTIGATIVE REPORT RELEASE

I understand if hired by Camano Chapel my fingerprints may be submitted to the FBI in compliance with Title 12 of the United States Code, Section 1730.

Full Name (Print)

Social Security Number

Signature of Applicant

Date

Street Address

City

State

Zip Code