

First Baptist Millburn Senior Pastor Application



We exist to lift up our Lord and Savior Jesus Christ by:

*Honoring Him in Our Worship
Proclaiming His Truth Through His Word
Loving Our Neighbors as Ourselves
Sharing the Good News of Jesus With All*

Since we were founded in 1858, our church has sought to faithfully proclaim the timeless and eternal message of eternal life through a relationship with Jesus Christ!

Sunday Schedule

9:30 a.m. - Bible Study (Adults, Students, and Children)

10:30 a.m. - Blended Worship

*Fellowship Meal every **First** Sunday after Worship*

Wednesday

7:00 p.m. Prayer and Bible Study

A Brief History of First Baptist Millburn

The church was organized on October 18, 1858, by a group from the Northfield Baptist Church of Livingston, NJ. The nine charter members were Samuel Edwards, Sidney Edwards, William Hastings, James James, Sally Drew, Catherine Green, Isabella Lee, Susan Marsh, and Julia Spangler.

The cornerstone of the church building was laid on August 10, 1859. Mrs. Isabella Lee was 72 years old when she donated the land and gave \$1,000 toward construction. A stained-glass window was later added to the church in memory of her. Church services were held in Washington Hall on Millburn Avenue until the building was completed on October 3, 1861 (almost six months after Confederate troops fired on Fort Sumter, SC, effectively beginning the Civil War).

The parsonage was completed in 1873 and that same year FBC Millburn started the First Baptist Church of Summit, NJ. In 1908, the church organized an Italian Outreach Mission on Main Street and in 1911, a pipe organ was installed in the church balcony. In 1950, the brown church was painted green when the addition was added to the back.

Twenty-three pastors have served the church since 1858. The two longest serving ministers were Romaine Bateman (1931-1963) and Richard Hines (1976-2021).

Rev. Dean Gavaris (elder) will serve as interim pastor beginning June 1, 2025, but we anticipate additional leadership very soon!



Dr. Pope served as our pastor from January 1, 2023 until May 31, 2025. Under his leadership, FBC Millburn grew in every way a church would hope to do so! New believers, new members, new property improvements, new biblical structure, and increased giving have occurred.

In January of 2025, Dr. Pope's wife (Cindy) was diagnosed with early-stage Alzheimer's-type cognitive impairment and the decision was made to return to a location near family in PA.

Pastor Search Announcement

First Baptist Millburn is prayerfully seeking a full-time pastor, called by God, ordained, and dedicated to the ministry of Jesus Christ. Qualified candidates must possess the biblical and spiritual qualities as outlined in **1 Timothy 3:1-7, Titus 1:5-9, and 1 Peter 4:2-3**

Application Process: Applicants must submit the following required documents in the order listed below:

1. Cover letter that communicates why God is calling you to First Baptist Millburn and how your experiences and skills have prepared you for the call. (Times New Roman Size Font 12)
2. Resume or Curriculum vitae including any relevant certifications (e.g. Copy of License Certificate, Copy of Ordination Certificate, Copy of Seminary Certificate, College/ University Transcript(s)).
3. Website links to recent sermon, presentations, bible study or Sunday school teaching.
4. Name, title and contact information for 4 references (e.g., clergy, personal and professional)

Please note that if selected for an interview, you must agree to a complete and full background check, including criminal history and credit, education credentials and military discharge if applicable.

Submission of Application: After completing the application for Senior Pastor you may send or email it to:

First Baptist Millburn
132 Spring Street
Millburn, NJ 07041
Attn: Pulpit Search Committee
908-436-7515 / dean@gateway.org



1. Personal/Family Information

Last Name	First Name	Middle Initial
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Street Address	City/State	Zip Code	Phone Number:
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E-mail address:	Date of Birth:	Social Security Number:
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What is it about this position that attracts you?

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

Have you ever been convicted of a felony or misdemeanor?

If yes, please explain:

Please complete the Criminal Background Request Form at www.vsp.state.va.us/downloads/SP167.pdf

Are you married?	Date of Marriage:	Wife's Name: Occupation:
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If you have children, please list their names and ages:

2. Education

Name of high school attended:	City & State	Graduate?	GED?	
Name of college:	City & State	Graduate?	Year?	

Are you ordained? Date:	Ordaining Church: (Please provide a copy of license and ordination certification)
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Do you hold any pertinent secular certification or licenses?

If yes, please describe:

Military service?					
3. Paid Pastoral and/or Business Experience -					
Current Church Data:					
Name of Church:			Phone:		Website:
City:		State:			
Current Membership		Current Attendance:		Membership when arrived	
Annual Budget:		Title/Position			
Years of Service:		Major Responsibilities:			
Name of Church:			Phone:		Website:
City:		State:			
Current Membership		Current Attendance:		Membership when arrived	
Annual Budget:		Title/Position			
Years of Service:		Major Responsibilities:			
Reason for Leaving:					
Name of Church:			Phone:		Website:
City:		State:			
Current Membership		Current Attendance:		Membership when arrived	
Annual Budget:		Title/Position			
Years of Service:		Major Responsibilities:			
Reason for Leaving:					
Name of Church:			Phone:		Website:
City:		State:			
Current Membership		Current Attendance:		Membership when arrived	
Annual Budget:		Title/Position			
Years of Service:		Major Responsibilities:			
Reason for Leaving:					
Name of Church:			Phone:		Website:
City:		State:			
Current Membership		Current Attendance:		Membership when arrived	
Annual Budget:		Title/Position			
Years of Service:		Major Responsibilities:			
Reason for Leaving:					

6. Vision: Please describe your vision for Baptist Union

7. Philosophy of Missions: What is your definition of missions and how it is accomplished?

8. Philosophy of Administration: Please describe your administrative philosophy and how this philosophy influences your administrative style. Please include concrete examples from your experience as an administrator.

9. Philosophy of Leadership: Please describe your leadership style.

10. Professional Accountability: Please describe your view of how a pastor should function in regards to:

- a. Church finances
- b. Relationship with the church deacons
- c. Relationship with church staff (custodian, musicians, recording secretary)
- d. Hospital visitation/sick and shut-ins

11. Professional Development: Please tell us how you stay sharp in your vocation.

12. Issues: Please describe briefly your position on the following social, theological, and ethical issues.

Abortion:

Addictions:

Baptism:

Homosexuality:

Holy Spirit:

Marriage/divorce/remarriage:

Women in church leadership:

13. Personal Christian Experience:

- a. Please give a brief summary of your conversion experience.

Before I came to Christ:

How and when I trusted Christ as Savior and Lord:

How my life has changed since I trusted Christ:

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- b. Please discuss your calling to full-time work in the church.
 - c. Describe your spiritual gifts.
 - d. Describe your spiritual maturity and how you cultivate it.

14. Family/Personal/Civic Activities:

- a. If married, how does your wife enhance your ministry?
- b. Share how you make family a priority.
- c. What are your special interests and hobbies?
- d. What is your chief contact with non-Christians?
- e. List any community organizations (civic, social, etc.) of which you are currently involved.
- f. What three persons have had the greatest positive impact on your life and why?
 - 1.
 - 2.
 - 3.

15. 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?

If so, please discuss (be specific)

Family/Personal/Civic Activities

If married, how does your wife enhance your ministry?

Share how you make family a priority?

What are your special interests and hobbies?

What three persons have had the greatest positive impact on your life and why?

List any community organizations (civic, social, etc.) of which you are currently involved.

What is your chief contact with Non-Christians?

Fellowship with other denominations:

Holy Spirit:

Marriage/Divorce/Remarriage:

Restoration membership:

Security of the believer:

Women in Church leadership:

Personal Christian Experience

Please discuss your call to full time work in ministry:

Describe your spiritual gifts:

Describe your spiritual maturity and how you further enhance it:

Social Media:

Facebook:

X (formerly Twitter):

LinkedIn:

Instagram:

Other:

EDUCATIONAL BACKGROUND				
TYPE OF SCHOOL	NAME OF SCHOOL	LOCATION (Complete mailing address)	NO. OF YEARS COMPLETED	MAJOR & DEGREE
College/University				
Vocational or Technical School				
Graduate School				
Other				

Additional Academic Experience (post secondary)

Please list courses attempted and whether or not completed; P/T or F/T; dates; institutions and awards received.

Please briefly describe your general background: summarize your ministry strengths and weaknesses; ministry preferences and vision; and your special interests in ministry.

If you answer 'Yes' to any of the questions in the following section, please indicate fully below the nature of the suit, offense, court date, and disposition or other appropriate explanation.

A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the crime, seriousness and nature of the violation, time elapsed since the crime, job relatedness, spiritual condition and/ or subsequent rehabilitation will be considered.

Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer? No Yes

Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy? No Yes

Have you ever been charged in civil or criminal proceedings with improprieties regarding children? No Yes

Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed you on probation or in a public service or education program for any crime other than a minor traffic offense? No Yes

Have you ever been suspended, discharged, or resigned in lieu of discharge from any position? No Yes

Please fully explain:

WORK EXPERIENCE		
Work Experience Please list your work and/or ministry experience for the past five years beginning with your most recent job held. If you were self-employed, give firm name. Attach additional sheets if necessary.		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
Name of employer:	Name of last supervisor:	
Address:	Employment dates	
Phone #:	From:	To:
Your last job title:		
Reason for leaving (be specific):		
May we contact this employer for a reference? <input type="checkbox"/> YES <input type="checkbox"/> NO		
What evidence is there that you are able to operate cross-culturally and be at home in a multi-cultural community? What experience have you had in a multi-cultural community? <hr/> <hr/> <hr/>		

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Name of employer: -	Name of last supervisor:	
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Your last job title:		
Reason for leaving (be specific):		
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Address:	Employment dates	
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Reason for leaving (be specific):		
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Name of employer:	Name of last supervisor:	
Address:	Employment dates	
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<hr/> <hr/> <hr/>		

PROFESSIONAL REFERENCES		
Do not list family members or relatives for references.		
Give three references who are qualified to speak of your spiritual experience and Christian service. <u>List your current pastor first</u>		
Name/Complete Address	Phone	Position
Give three references who are qualified to speak of your professional training and experience. <u>List your current or most recent supervisor first.</u>		
Name/Complete Address	Phone	Position

AGREEMENT (PLEASE READ CAREFULLY BEFORE SIGNING)

Please Read Carefully, Initial Each Paragraph and Sign Below

_____ Initials	I certify that all the information in this application is accurate and complete to the best of my knowledge and I have not knowingly withheld any information that might adversely affect my chances for employment. I understand that misleading or false statements will constitute sufficient cause for refusal of hire or termination of my employment.
_____ Initials	I understand that neither the acceptance of this application nor the subsequent entry into any type of employment relationship with Calvary Baptist Church creates an actual or implied contract of employment. I understand that, if I accept employment with Calvary Baptist Church, it will be on an at-will basis. This means that either Calvary Baptist Church or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.

Signature of applicant _____ **Date:** _____

_____ I further understand that I am expected to work within the framework of the Constitution and By-Laws of First Baptist Millburn should I become pastor.

_____ I certify that all the information in this application is accurate and complete to the best of my knowledge and I have not knowingly withheld any information that might adversely affect my opportunity for employment. I understand that misleading or false statements will constitute sufficient cause for refusal of hire or termination of my employment.

_____ I understand that neither the acceptance of this application nor subsequent entry into any type of employment relationship with First Baptist Millburn creates an actual or implied contract of employment. I understand that First Baptist Millburn or I have the right to terminate the employment relationship at any time, for any reason, with or without cause.