

# JOB ANNOUNCEMENT – SENIOR PASTOR

## The Central Baptist Church of Baltimore City

### About the Church

**The Central Baptist Church of Baltimore City**, situated west of downtown Baltimore City and rests in the Boyd-Booth, Sandtown-Winchester neighborhoods in West Baltimore, is in search of a full-time Senior Pastor. The Church has over a century of history serving the community with a progressive and inclusive congregation of approximately 225 members. The congregation consists of 99% African Americans, of which 25% are male and 75% are female. More than 75% of our congregation is over the age of 50. The church conducts in-person Sunday worship and hosts a live stream worship service weekly.

The community boasts a rich history deeply rooted in the arts and commerce and is primarily made up of row houses constructed of marble, stone, and red brick that typically adorn Baltimore rowhomes. The surrounding community is predominantly occupied by African and Latin Americans and has experienced a history of race, economic, educational and health disparities that continue to impact its residents. Throughout the years, however, residents have remained resilient and look to their local churches, government officials, community leaders, and public health advocates to lead social progress. **The Central Baptist Church of Baltimore City** partners with various community organizations and businesses to foster community engagement and support spiritual wellness for healthier individuals, families, and communities.

### Job Description

#### Qualifying Characteristics

**The Central Baptist Church of Baltimore City** is in search of a full-time Senior Pastor who leads by example through Christ-like character, personal integrity, and individual discipleship; possesses gifts in proclaiming the Word of God and has the ability to engage with all generations and equip the church to impact the world for Jesus Christ. The Senior Pastor will lead church ministries and the congregation in promoting the vision and mission of the church. The preferred candidate for this position must have a passion for leading and overseeing the spiritual welfare of the congregation through preaching and teaching the gospel while promoting spiritual growth.

#### Leadership and Pastoral Experience and Responsibilities

- Provide thoughtful and visionary executive leadership that is inclusive, transparent, and empowering in a manner that supports and guides the church's mission and vision.
- Demonstrate effective leadership and management skills with business acumen.
- Teach the word of God, providing congregational care and community leadership.
- Demonstrate financial/budgetary management and responsibility.
- Proficient in Microsoft Office, including Word, Excel, and PowerPoint, as well as familiarity with internet and digital technology are required.
- Possess effective communication skills (written and oral), with the ability to engage directly with members, community organizations and business leaders.
- Possess knowledge of marketing and social media concepts and practices.

- Possess strong interpersonal skills and the ability to work with diverse ethnic, racial, and cultural backgrounds.
- Demonstrate the ability to work independently, be organized, maintain a high degree of accuracy, and meet deadlines.
- Demonstrate confidence as a team leader with the ability to offer informed solutions when issues and challenges arise in the church, congregation, and community.
- Lead, direct, and oversee management of the ministerial staff, boards, and ministries in planning and conducting worship and auxiliary services of the church to include but are not limited to:
  - Weekly worship service
  - Acts of Communion
  - Dedications and Baptism
  - Officiating weddings and funeral services
- Keep the Church Leadership Team informed of significant progress or problems as they arise in connection resolving problems as appropriate.
- Collaborate with the local and national Baptist Church Community.
- Possess knowledge of urban churches and neighborhoods.

## Minimum Qualifications

- (1) Licensed Baptist clergy (ordained status preferred).
- (2) At least 5 years of ministerial or pastoral experience.
- (3) A bachelor's degree from an accredited institution.
- (4) A seminary degree from an accredited institution.

## Compensation

The Total Compensation Package is comprehensive and competitive for the Baltimore Metropolitan Region.

**The Central Baptist Church of Baltimore City is an Equal Opportunity Employer (EOE)**

***Send resume, cover letter, and application to: [info@kellerproservices.com](mailto:info@kellerproservices.com)***

***Application Link: [bit.ly/TCBCPastoralApplicationForm](https://bit.ly/TCBCPastoralApplicationForm)***

**Application packet will be accepted from January 12, 2026 until 5 PM on February 13, 2026.  
Submissions without a resume, cover letter and application will be disqualified.**