

University Baptist Church

Senior Pastor Job Description

Start Date: 2025

Term: Full time

University Baptist Church is a church that is on the move. We desire someone who is a community builder and compassionate guide, possessing a deep understanding of scripture and the ability to convey its teachings through engaging sermons. Experience in the pulpit and a visionary outlook for growth are essential, coupled with a commitment to social justice and equity. UBC seeks a senior pastor who embodies a blend of inspiring leadership and deep faith. With a strong pastoral presence, they should be empathetic and caring, capable of guiding and supporting the community through tact and wisdom. Strong administrative abilities and collaborative organizational skills are desired to guide our church staff and congregation.

The senior pastor should be open-minded and innovative, fostering an environment of inclusivity and acceptance, and valuing the diverse gifts within our congregation. They should be someone who appreciates our church's musical and creative gifts in praise and worship.

UBC values a pastor who has integrity, is genuine in their faith and interactions, and who reverences God and loves all people deeply. They should be energetic and capable of motivating and inspiring the community. Open to learning and growth, the senior pastor should listen actively and connect with people from all walks of life.

A deep prayer life and a connection with the Holy Spirit are crucial, as is the ability to shepherd the flock with love and humility. Our congregation hopes for a senior pastor who will lead with vision, guide with wisdom, and love with an open heart, ensuring that all members feel included, valued, and inspired on their spiritual journey.

About University Baptist Church

God has blessed us with members from 30 nations and people of all races. We are a multi-racial, multi-ethnic, multi-theological congregation where people worship together, serve the same Lord, walk in love for one another, celebrate the same salvation in Jesus Christ, and embrace the same hope for the coming of the reign of God.

As a Baptist church, we associate with others locally and nationally to do more collectively than we are able to do on our own. We support mission and ministry in the Washington, D.C., Metropolitan Area through partnership with the District of Columbia Baptist Convention, and national and international mission and ministry through partnership with American Baptist Churches, USA, and the Alliance of Baptists. We are a founding member of Congregations United for Compassion and Empowerment, a non-profit addressing homelessness and economic need in Prince George's County, Maryland.

We are currently in the process of an exciting opportunity to build a new building on our land with the proceeds from the sale of part of our land. The development of the Purple Line light rail will bring new opportunities and growth for our church.

We are called to continue to worship together, serve together, pray together, and work together until this world more closely represents the community envisioned by Jesus Christ and promised by God.

See our website to learn more about our church: <https://www.weareubc.org/>

Senior Pastor Responsibilities

Primary Responsibilities

- Preach in the regular services except during approved absences. Lead in communion on first Sundays.
- In concert with church leaders, develop and maintain an innovative vision and strategic mission for the church.
- Teach at least one Bible Study
- Lead and administer church staff and establish the management style in which staff work is accomplished.
- Lead Church Council and consult with various church committee chairs
- Plan Worship alongside the Minister of Music and Education
- Work with the Administrative Assistant to develop a weekly prayer list, congregational email, church calendar of events, and other church communications.
- Work with the Communication Director to optimize social media and technology use to connect with church members and the wider community.
- Coordinate with Deacons on pastoral care including visiting homebound and hospitalized members.

Other Responsibilities

- Oversee church budgeting and stewardship emphases.
- Consult with the Benevolent Committee to handle benevolent responses.
- Brief counseling of members upon request.
- Perform and prepare members for baby dedications, baptisms, weddings, and funerals.
- Maintain relationships with other local church, collegiate, and community leaders to maximize community ministry.
- Perform other duties as assigned.

Qualifications

Master of Divinity degree, or equivalent, or higher. At least 3 years of pastoral experience. Must be an ordained minister. Preference for candidates in the Baptist tradition or experience in, or at least familiarity with, American Baptist Churches and Alliance of Baptists is also preferred.

Compensation

UBC offers annual compensation packages consisting of a base salary, allowances for housing, auto, utilities, and continuing education totaling at least \$100,000. The senior pastor will also receive a retirement annuity (16% of salary, housing, and utilities) and health insurance allowance/reimbursement. The senior pastor compensation package is open for negotiation.

Equal Opportunity Policy

UBC is committed to a workplace free of discrimination and seeks to provide an environment of mutual respect where equal employment opportunities are available to all applicants. We celebrate diversity and are committed to creating an inclusive environment for all employees.

To Apply

Qualified individuals interested in the Senior Pastor position may apply online at weareubc.org. Upload your cover letter and resume and include a link to a sermon (if available) specific to this job description. Or email the same to Raymond Williams, Chair, University Baptist Church Pastoral Search Committee at pastoralsearch@ubccp.org.

Closing Date

This job posting will close on October 18, 2025.