

Pastor Position Description

Crescent Hill Baptist Church

About Crescent Hill

Crescent Hill Baptist Church (CHBC) is a welcoming, progressive, and inclusive Christian community rooted in the Baptist tradition. Located in Louisville, Kentucky, our congregation is deeply committed to thoughtful worship, social justice, and radical hospitality. We are affiliated with the Cooperative Baptist Fellowship, the Association of Welcoming and Affirming Baptists, the Alliance of Baptists, and the American Baptist Churches USA.

CHBC is an open and affirming congregation for LGBTQ+ persons. We are committed to intergenerational ministry, collaborative leadership, and expansive theological reflection. We strive to nurture spiritual growth through worship, education, fellowship, and advocacy, and we welcome individuals from diverse faith backgrounds and life experiences.

Accountability

The full-time Pastor will be directly accountable to the congregation and will report to the Church Council. The Personnel Team will assist the Pastor in establishing annual goals and will provide support on personnel-related matters in accordance with CHBC personnel policies. The Pastor's annual goals will be approved by the Church Council, which will also conduct the Pastor's annual evaluation.

Position Purpose

The Pastor will guide CHBC in accomplishing its God-given mission by providing spiritual and organizational leadership through preaching, strategy implementation, community outreach, congregational nurturing, pastoral care, and the development of lay leaders and staff.

Preaching and Worship

- In coordination with the Minister of Music/Organist and the Worship Team, plan and conduct worship services.
- Prepare and deliver sermons. Develop the preaching schedule and lead in the observance of church ordinances.
- Collaborate with the Worship Team to schedule readers and other participants as needed.
- Collaborate with staff and lay leaders to facilitate Wednesday night programs and activities during the program year, including coordinating speakers and themes that nurture Christian devotion and congregational life.
- Officiate weddings, baptisms, baby dedications, funerals, and other worship experiences as needed.

Values Alignment and Strategic Leadership

- Work with the Church Council to identify priorities, actions, and accountabilities and articulate a vision for the church's next chapter of ministry.
- Advise and assist lay-led church teams as needed or requested, including but not limited to the Worship, Gifts Affirmation, Outreach, and Social Justice Teams.
- Engage in denominational and community affairs by proclaiming CHBC's imaginative witness and our inclusive values in our city, state, and beyond.

- Foster positive relationships with building tenants and other users of the facilities.

Pastoral Care and Congregational Support

- Offer pastoral conversations for individuals seeking spiritual care or discernment.
- Collaborate with the Congregational Care Team by making pastoral visits in times of crisis or significant need. Provide training and guidance to team members as needed.
- Participate periodically in adult religious education classes and special seminar series.

Administrative

- Collaborate with the Church Council, Finance Team, and Personnel Team and attend meetings when requested. Engage with the appropriate teams to develop and recommend ministerial and staffing solutions for music, children, and youth.
- Work with the Finance Team to develop and administer the church budget.
- Provide overall leadership for church operations and ministerial staff. The Operations Manager and Minister of Music/Organist, along with any future ministerial staff, report directly to the Pastor.
- The Operations Manager directly supervises the custodians, bookkeeper, and Communications Specialist.
- The Pastor and Operations Manager are responsible for goal setting and evaluation of the employees they supervise, with support from the Personnel Team and in accordance with CHBC personnel policies. Work with the Personnel Team on personnel-related matters through the processes set out in the CHBC Personnel Policies.
- Hiring and termination decisions for ministerial staff are recommended by the Church Council to the congregation. Hiring and termination of operations and office staff require approval of the Personnel Team.

Communications

- In partnership with the Church Council, inform the congregation about opportunities, challenges, and accomplishments related to the church's ministry.
- Coordinate with the Communications Specialist on major analog and digital communications by providing direction and content for production and distribution.

Required Skills

- Skilled in collaborative leadership with proven ability to effectively lead administrative teams. Skilled in budget preparation and implementation.
- Strong preaching skills with the ability to connect scripture, faith, discipleship, and mission to everyday life.
- Strong interpersonal and communication skills and demonstrated emotional intelligence needed to build meaningful and trusting relationships with members and visitors across multiple generations, including conflict transformation, de-escalation, and consensus-building skills.
- Competence in pastoral care to support individuals and families in crisis and to help groups navigate conflict, disagreement, and strong emotions.
- Demonstrated ability and willingness to ask for help and engage staff and lay leaders in shared ministry.

Qualifications

- Five years of pastoral leadership in a congregational setting preferred.
- Ordination in the Baptist tradition or in another Christian communion whose polity and practices are compatible with Baptist congregational life.
- Master of Divinity or equivalent graduate theological degree from an ATS-accredited institution.
- Willingness and ability to minister in a diverse, inclusive, open and affirming, and lay-empowered Baptist congregation.
- At least one unit of ACPE-accredited Clinical Pastoral Education (CPE) or comparable supervised pastoral training preferred.
- Demonstrates biblical knowledge and understanding of theological context.

Personal Attributes

- Demonstrates personal integrity, discernment, character, humility, and empathy.
- Ability to lead with grace and compassion. Committed to a vital life of faith.
- Approachability and a sense of humor in the face of the stresses of congregational life and ministry.

Candidates, please provide the following:

A cover letter expressing your interest in the position and why you believe Crescent Hill Baptist Church may be a good fit for you.

A current resume' or CV outlining your experience and education.

Links to videos or recordings of several sermons that will help the Search Team become acquainted with your preaching.

A brief statement describing your approach to ministry, leadership, and faith.

Three to five professional references.

Please submit to: pastor.search@chbcky.org

Application deadline is November 30, 2026.

