

Senior Pastor: Calvary Baptist Church, located in Waco, Texas and affiliated with the Cooperative Baptist Fellowship, is searching for a Senior Pastor. Applications should include a one to two-page cover letter articulating the candidate's philosophy of ministry and a resume with three references. The committee welcomes applicants who identify with and will faithfully steward and shape the vision of our church, which can be found [here](#). The pastor search committee will begin reviewing applications on April 30, 2026. Please send all materials or inquiries to: pastorsearch@cbcwaco.net. For additional information about Calvary Baptist Church, please see the church's [website](#).

Job Posting Details:

Title: Senior Pastor

Status: Full-Time

Principal Function: Serve as the primary spiritual leader of Calvary Baptist Church.

Essential Functions

- **In the area of Church Leadership, the Pastor will:**
 - Collaborate with church staff and lay leadership to oversee congregational theological education, including biblical literacy and understanding of our Christian heritage and Baptist distinctives.
 - Promote service to our community through a variety of mission endeavors.
 - Develop, strengthen, and communicate the overall mission of Calvary in collaboration with staff and ministry teams.
 - Ensure that the resources of the church (staff, building, finances, etc.) are used in a way that is consistent with Calvary's mission.
 - Inspire, motivate, and support the work of our various lay leadership teams to carry out the mission of Calvary.
 - Ensure that Calvary's identity and mission is clearly communicated in church publicity and explore new opportunities for Calvary to be known in the broader Waco community.
 - Supervise the ministerial staff of the church.
 - Receive supervision and support from the personnel committee.

- **In the area of Preaching/Worship, the Pastor will:**
 - Work alongside the Minister of Music and Worship and ministerial staff to plan, prepare, and lead worship experiences that invite Calvary to engage with and to respond wholeheartedly to God.
 - Prayerfully study, discern, and create worship themes that will connect with, inspire, and challenge our diverse congregation.
 - Give intentional study time to prepare weekly sermons that connect with the lives of the congregation.

- **In the area of Pastoral Care, the Pastor will**
 - Build meaningful relationships across the congregation.
 - Offer pastoral care to those in the congregation needing care, prayer, and support.
 - Maintain regular outreach to newcomers to Calvary and help them connect and engage with the life of the congregation.

- Work alongside the Deacons to offer care for the entire Calvary community and to foster new relationships across the congregation.
- Officiate funerals and weddings in the life of the congregation.
- Continually pursue opportunities for pastoral growth.