

## **Pastoral Position Description**

*Glendale Baptist Church  
Nashville, TN*

At Glendale Baptist Church, we seek a pastor who will journey alongside us in discerning, worshiping, growing, and acting for justice. We are a congregation with deep theological roots in Baptist freedoms—Bible freedom, soul freedom, church freedom, and religious freedom—and we value mutuality, reflection, and community engagement as we live into our shared purpose. This full-time pastor will guide our congregation, not as a hierarchical leader, but as a steady presence, co-creator, and harmonizer. The right person for this role will lead with compassion, imagination, and humility—always inviting others to the table.

This full-time position is located in Nashville, TN and provides a salary of \$65,000-\$75,000/year plus an attractive benefit package. The ideal start date would be in January 2026.

As a full-time pastor, this person will be a generalist who will join our current part-time staff, comprised of: a part-time Pastor (whose current area of focus is congregational care), a Minister of Music, a Pianist, and a Church Administrator. While the two pastors will work together to decide on the finer delineation of responsibilities, we are seeking:

### **A Pastoral Partner in Worship & Spiritual Nurture**

- Plans meaningful, creative, and inclusive worship with lay leaders and other staff, coordinating with musicians, artists, and congregants to ensure worship rooted in our theology and values.
- Preaches sermons that are well-studied, progressive in theology, and imaginative in form—offering both spiritual depth and cultural relevance.
- Encourages our personal self-development and transformation to help us respond to our calling to be people of love, justice, rest, and renewal.
- Honors our Baptist identity, upholds the autonomy of the local church, and affirms the sacred worth of all people, welcoming doubt, diversity, and theological exploration.

### **A Collaborator and Empowerer**

- Leads collaboratively and “from behind”—facilitating consensus, empowering lay leadership, and cultivating shared ownership of Glendale’s life together.
- Brings a welcoming spirit and models authentic, humble leadership—offering feedback with care, receiving it with grace, and always remaining open to growth and learning.
- Partners closely and collegially—coordinating with our part-time Pastor, as well as with lay-led committees, musicians, and staff.
- Mentors and educates—equipping congregants of all ages to discern their gifts and live into them with confidence and joy, deepening their understanding and practice of faith.
- Attends to the well-being of both congregants and staff—cultivating rhythms of rest, care, renewal, and sustainable ministry for all.

### **A Grounded Visionary for Justice, Community, & Visibility**

- Leads us in living out our call to justice—not simply through statements, but through local action, prophetic imagination, and ongoing discernment about what is ours to do (and not to do).
- Helps us engage with the community around us—partnering with local organizations, supporting social justice movements, and helping Glendale be a visible, grounded presence in the Nashville metro area.
- Supports and nurtures our relationship with our partner church in Cuba, and encourages connection, learning, and shared commitment and purpose across cultural and geographic lines.
- Is enthusiastic about digital engagement, using social media and online platforms to help tell the story of who we are and what we’re doing—always with care for ethical practices, an awareness of data monetization, and a commitment to authenticity.
- Understands that increased visibility is vital to our growth and sustainability, especially as we seek to welcome and connect with those who are seeking spiritual belonging, justice, and community.

### **A Leader Who Embodies Our Values**

- Is committed to being a compassionate presence and a thoughtful change agent—sensitive to transitions and skilled in cooperative problem-solving.
- Is a growth-minded pastor—not simply for growth’s sake, but because we believe there are people in Nashville who are longing for a spiritual home like Glendale.
- Lives out a faith that is inclusive, hopeful, justice-seeking, and grounded in community, always asking how we can better reflect the love of Christ in the world.
- Helps us remain a church that cares deeply for one another, connects across generations, honors Baptist heritage, and evolves faithfully for the future.

If you are a thoughtful preacher, a curious theologian, a collaborative leader, and someone who feels joy in holding space for both sacred rest and bold action, we hope you’ll consider joining us in this next season of shared ministry. Please refer to the **Application Information** link for details on how to apply.