
Application – Senior Pastor Position

Position Located - Lighthouse Baptist Church
3150 Middletown Road, Waldorf, Maryland 20603
Website: <https://lbcw.church>

Position Summary

Lighthouse Baptist Church of Waldorf, Maryland is seeking a Senior Pastor.

The ideal candidate should be a pastor who is guided by biblical principles and the Spirit, possesses exceptional preaching skills, shows compassion as a shepherd, and can lead a diverse congregation forward into its next phase of growth.

The application will be open from January 1, 2026 – March 1, 2026.

Applications will not be accepted after March 1, 2026 (12 midnight) time.

About Lighthouse Baptist Church

Lighthouse Baptist Church is a warm, multigenerational congregation located in Waldorf, Maryland. We are a Christ-centered, Spirit-led church with a deep commitment to biblical teaching, transformative discipleship, and community outreach.

Our Vision

Our vision is to be a lighthouse for our community that guides souls from all races and backgrounds out of darkness into the light of Christ. Our aim is to create a house of prayer where people frequently encounter the power of God, experience deliverance, healing, and miracles. We endeavor to be a church that cultivates and nurtures personal growth and transformation after salvation. Through sound biblical teaching and preaching, we will minister to the spiritual, mentor and physical needs of our community. Finally, our goal is to build and sustain a Beacon of Light Multi-use Christian Center that expands our outreach and missions' programs and meet the needs of local and international communities.

Our Mission

The mission of Lighthouse Baptist Church is to preach and teach the gospel to win souls to the Lord Jesus Christ. To disciple new believers and mature fruitful Christians to go into the world and spread the good news

"Therefore, go and make disciples of all nations, baptizing them in the name of the Father and of the Son and of the Holy Spirit, and teaching them to obey everything I have commanded you."

— Matthew 28:19–20 (NIV).

Key Responsibilities

1. Preaching and Teaching

- Prepare and deliver weekly sermons and Bible-based teachings that are doctrinally sound, practical, and transformative.
- Lead the church in Sunday worship, midweek services, and special gatherings.
- Teach and train others in biblical principles, discipleship, and spiritual formation.

2. Pastoral Care & Shepherding

- Provide spiritual guidance, counseling, and support to individuals and families.
- Conduct weddings, funerals, baby dedications, baptisms, and other pastoral duties.
- Visit the sick, bereaved, and homebound as needed.
- Model Christlike compassion and integrity in all interactions.

3. Leadership & Vision Alignment

- Work with church leadership to implement and advance the church's Vision and Mission.
- Lead and equip ministry leaders, volunteers, and emerging leaders.
- Support the development of a strong prayer culture consistent with our identity as a house of prayer.
- Encourage ministries that promote deliverance, healing, discipleship, outreach, and missions.
- align with church doctrine, culture, policies, and biblical standards.

4. Administration & Management

- Collaborate directly with Assistant Pastor, Senior Deacon, Trustee Chair, Church Clerk and Ministry Leads to provide direction for daily operations.
- Provide guidance on various components of the church including church finances, resource stewardship, and organizational planning.
- Ensure that ministry activities align with the church missions, visions church bylaws, and biblical standards.

5. Evangelism, Outreach & Community Impact

- Lead the church in fulfilling the Great Commission, both locally and abroad.
 - Support outreach, missions, community partnerships, and evangelistic initiatives.
 - Promote a culture that welcomes all people and reflects the diversity of our community.
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Education & Qualifications

- Bachelor's degree in theology, Biblical Studies, Ministry, or related field (required).
- Master of Divinity (MDiv) from an accredited seminary or Bible college (strongly preferred).
- Additional pastoral counseling or leadership training is a plus.

Spiritual & Biblical Qualifications (Lighthouse follows the New International Version, NIV).

- A clear testimony of faith in Jesus Christ.
- Meets the biblical standards for pastors/elders:
 - 1 Timothy 3:1-7 (NIV) outlines the essential character and conduct requirements for church leaders.
 - Titus 1:5-9 (NIV) outlines the qualifications for church elders, emphasizing character, family life, and sound doctrine.
 - 1 Peter 5:1-4 (NIV) outlines pastoral duties and Christian conduct.
- A life that reflects spiritual maturity, integrity, humility, and the fruit of the Spirit.
- Ordained (or seeking ordination) as a Baptist minister aligned with Baptist doctrine.

Experience

- Minimum 3–5 years of pastoral experience preferred (Senior, Assisted or Associate Pastor).
- Proven ability to preach effectively, disciple believers, and shepherd diverse congregations.
- Experience in prayer ministry, outreach, and leadership development are strongly valued.

Skills & Competencies

- Strong preaching, teaching, and communication skills.
- Ability to collaborate with leaders, volunteers, and ministry teams.
- Heart for discipleship, mentoring, evangelism, and spiritual growth.
- Ability to lead with wisdom, compassion, and accountability.
- Cultural competence and sensitivity within a diverse congregation.
- Passion for building a church that experiences healing, deliverance, and the power of God.

Compensation & Benefits

- Annual salary of \$84,000, inclusive of housing allowance
- Annual salary increases based on the growth and financial health of the church
- Ten (10) days of paid time off per year and cannot accumulate into the next year
- Fully furnished Pastor's Study provided at the church
- Technology support package, which may include a mobile phone, laptop, and office computer
- 401(k) retirement plan, with church matching contributions

Please note: Relocation expenses are not included.

How to Apply

Qualified candidates must submit the following:

- Cover letter
- Resume
- Ministry Philosophy
- Doctrinal Questions (see below)
- Three references (personal, professional, religious based) please include full name, email address
- Links to recent sermons or teaching samples.
- Background Check Authorization (must be signed and dated) this statement must be added as part of your application packet:

"I, [Name], hereby authorize Lighthouse Baptist Church of Waldorf, Maryland to investigate my background, including criminal, employment, and educational history, to determine my suitability for position of Senior Pastor.

Doctrinal Questions

Please provide a brief response to each of the following:

1. Describe your salvation experience and call to ministry.
2. What is your view of Scripture?
3. Explain your beliefs on Trinity.
4. What is your view of salvation (sin, grace, faith, repentance)?
5. What is your position on baptism and the Lord's Supper?
6. What is your view of church membership and discipline?
7. How do you understand the role of a pastor?
8. Describe your preaching style and sermon preparation process.
9. What is your approach to discipleship and church growth?
10. What is your position on marriage, family, and sexuality?
11. What is your view on spiritual gifts and their use today?
12. How do you practice financial stewardship and accountability?

Email all document links for sermons to: search@lbcw.church applications must be postmarked by March 1, 2025.

Closing Statement

We invite you to prayerfully consider joining Lighthouse Baptist Church as we continue to shine the light of Christ, build disciples, and impact our community and beyond. We look forward to meeting the pastor that God has prepared for this next chapter.

If you have any questions, please contact the Senior Deacon, Thomas Roberts at search@lbcw.church or call 301-893-3930.