

## **Brentwood Baptist Church – Houston, Texas**

### **Senior Pastor – Prospectus / Profile**

#### **SCRIPTURE BASIS**

Proverbs 29:18 (Visionary Leadership and Spiritual Discernment)

I Timothy 3:1 – 7 (Character, Integrity and Spiritual Maturity)

2 Timothy 4:2 (Faithful Preaching and Teaching of the Word)

Ephesians 4:11 – 13 (Growth and Transformation)

Micah 6:8 (Justice and Humility)

Acts 20:28 (Care for the Flock)

#### **BRENTWOOD BAPTIST CHURCH PROFILE**

Founded in December 1964 through the vision and faith of Bill and Geri McKee and a small group of committed believers, Brentwood Baptist Church emerged as a mission-minded congregation dedicated to proclaiming the Gospel of Jesus Christ and serving the surrounding community of Houston, Texas. Initially sponsored by Westbury Baptist Church, Brentwood officially organized as a church in September 1969 after several years of steady foundational growth and pastoral leadership development.

Throughout the 1970s, Brentwood experienced seasons of transition and changing community demographics, positioning the church for a transformative new era of ministry. That defining moment came on February 3, 1980, when Dr. Joe Samuel Ratliff was elected Senior Pastor. At the time, the congregation numbered approximately 500 members and stood at a critical crossroads in its history. Under Dr. Ratliff's visionary, Christ-centered, and community-focused leadership, Brentwood experienced extraordinary spiritual and numerical growth, evolving into one of the nation's most respected African American mega-churches with membership exceeding 12,000.

Over the decades, Brentwood Baptist Church became widely recognized for its dynamic preaching ministry, commitment to discipleship, youth development, educational advancement, missions' outreach, and community transformation initiatives. The church expanded its physical footprint through the acquisition of additional acreage and the construction of major ministry facilities, including the Worship Center, Prayer Chapel, Joe Samuel Ratliff Lifelong Learning Center, Doris Gardner Ratliff Center for Child Development, and the Brentwood Federal Credit Union.

Brentwood also developed a longstanding reputation for addressing critical social and community needs through innovative ministry outreach. The establishment of the Brentwood Community Foundation strengthened the church's impact in affordable housing, economic development, education, and health initiatives. The church became a recognized leader in HIV/AIDS awareness and transitional housing support through the Brentwood Cottages ministry and consistently invested in scholarships, food distribution, disaster relief, international missions, and community empowerment efforts throughout Houston and beyond.

Rooted deeply in biblical teaching and servant leadership, Brentwood Baptist Church has sponsored and supported more than twenty-five mission churches, expanded global ministry outreach through international mission and educational tours, and maintained a strong emphasis on spiritual growth, worship excellence, and social responsibility. During times of local and national crisis—including Hurricane Harvey and the COVID-19 pandemic—the church remained a stabilizing spiritual and humanitarian force for its congregation and surrounding communities.

Today, Brentwood Baptist Church stands as a historic and influential congregation whose legacy reflects faith, resilience, innovation, and compassionate ministry. As the church prepares for a new season of leadership following the retirement of Dr. Joe Samuel Ratliff, Brentwood remains committed to its foundational mission of proclaiming Christ, strengthening families, serving communities, developing disciples, and advancing the Kingdom of God for future generations.

### **PASTOR PROFILE – JOE SAMUEL RATLIFF**

The Reverend Dr. Joe Samuel Ratliff has faithfully served as Senior Pastor of Brentwood Baptist Church since February 1980, leading the congregation through more than four decades of transformational spiritual growth, community impact, and visionary leadership. Widely regarded as a distinguished scholar-pastor in the African American preaching tradition, Dr. Ratliff guided Brentwood from a congregation of approximately 500 members into one of the nation's most respected mega-church ministries with a membership exceeding 12,000.

A native of Lumberton, North Carolina, Dr. Ratliff began his Christian journey at Mt. Sinai United Holy Church and answered his call to ministry while attending Morehouse College. He earned a Bachelor's degree in History from Morehouse College and both the Master of Divinity and Doctor of Ministry degrees from the Interdenominational Theological Center, later completing post-doctoral studies at Harvard Divinity School as a Charles Merrill Fellow.

Throughout his ministry, Dr. Ratliff became nationally recognized for combining biblical preaching, intellectual scholarship, economic empowerment, and community transformation. Under his leadership, Brentwood established groundbreaking ministries and institutions including the Brentwood Community Foundation, transitional housing initiatives for individuals impacted by HIV/AIDS, educational and childcare centers, church planting movements, scholarship programs, and extensive international missions' outreach.

Dr. Ratliff has served in numerous national leadership roles, including becoming the first African American pastor to lead the Union Baptist Association, one of the nation's largest urban Southern Baptist organizations. He was also founding president of the National African American Fellowship of the Southern Baptist Convention and played a pivotal role in raising support for the Martin Luther King Jr. Memorial on the National Mall in Washington, D.C.

An internationally respected preacher, lecturer, author, and humanitarian, Dr. Ratliff has preached extensively throughout the United States and abroad, served for decades as preacher for the Andrew Rankin Memorial Chapel at Howard University, and received numerous honors recognizing his contributions to ministry, education, and community service.

Dr. Ratliff's enduring legacy is one of visionary faith, courageous leadership, intellectual excellence, compassionate community engagement, and unwavering commitment to advancing the Kingdom of God. As Brentwood Baptist Church enters a new season of transition, the church continues to stand upon the spiritual, educational, and community foundation shaped through his remarkable ministry and faithful service.

## **PASTOR'S JOB DESCRIPTION**

The Brentwood Baptist Church seeks a spiritually mature, visionary, biblically grounded, compassionate shepherd and transformational leader who exemplifies the qualifications outlined in Scripture and possesses the wisdom, humility, integrity, and courage necessary to guide a historic congregation into its next season of spiritual growth, community impact, and kingdom advancement.

The Pastor shall follow the characteristics as set forth in scripture: I Timothy 3:1-7; Titus 1:7-9; I Corinthians 13:4-8; Galatians 5:22-26; Ephesians 4:11-13. The Pastor shall be cooperative with the Baptist Faith and Practice and in agreement with Brentwood's Statement of Faith and Church Covenant. The Pastor should have obtained formal spiritual and Christian educational training commensurate with graduation from Seminary or a Bible College. The Pastor shall also possess administrative and leadership capabilities commensurate with those necessary to shepherd a Church.

The Pastor serves as Chief Executive Officer responsible for overall management and daily operations of the Church; serves the Church as a Minister of the Gospel and is responsible for leading the Church both spiritually and administratively in functioning as a New Testament Church; acts as the Chief Spiritual Leader. The Pastor shall provide guidance and leadership to the congregation and the organizations and shall be responsible for oversight, guidance and leadership to the Church Staff. The Pastor, with approval from the Trustee Board, shall have the responsibility to hire Church Staff to carry out the vision of the Church. The Pastor shall preside as Moderator at all official meetings of the Church. The Pastor shall perform pastoral responsibilities in the areas of Worship, Proclamation, Education, Ministries and Vision Casting.

## **QUALIFICATIONS:**

- Ordination / Licensed as a minister of the Gospel (licensed / ordained within the Baptist Church preferred).
- Minimum of a Master of Divinity from an accredited theological, seminary school (doctoral degree preferred)
- Proven experience in pastoral ministry, spiritual leadership; working with and leading teams of clergy, staff, and ministry leaders to enhance efficiency for at least 7 years
- A personal relationship with Jesus Christ seen in daily life and exhibited through works and deeds as highlighted within the scripture basis identified in the initial section of this prospectus / profile
- Ability to inspire and transform lives through the skillful preaching, teaching, interpretation and application of the Holy Bible
- Superior, effective communication and interpersonal skills
- Ability to prepare and deliver biblically sound sermons, bible study lessons and other congregational training / messages of the gospel.
- Ability to provide a clear and distinct vision for the church that emphasizes spiritual development and growth with strong focus on a holistic approach to reaching the entire congregation.
- Highest Personal Integrity, Pastoral Compassion and Servant Leadership
- Ability to provide strong spiritual leadership that motivates a congregation to live and serve Christ, faithfully.
- Commitment to community action and social justice
- High business acumen and strong business principles, practices and ethics
- Strong proficiency in church organizational and administrative management as shown through an established church setting

# Senior Pastor Application

Brentwood Baptist Church - Houston, Texas

## PERSONAL DATA

First Name  Last Name  Middle

Current Address

City  State  Zip Code

D.O.B.

### Contact Information

Cell Phone  Home Phone

Work Phone  Email Address

### Social Media Platforms

LinkedIn Address

Website Address, if available

Other Active Platforms

**Marital Status**  Married  Divorced  Separated  Widowed  Single

If married, spouse's name

### Names and Ages of Children, if applicable

<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>
<input type="text"/>	<input type="text"/>

**Are you licensed?**  Yes  No

**Are you ordained?**  Yes  No

Date and Place of Licensing

Date and Place of Ordination

Denomination

**EDUCATION BACKGROUND**

Education	Name / Location of School	Years Completed	Did you Graduate?	Major / Degree	Area of Study
High School	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
College	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Graduate School	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Seminary	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
Other	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>

**WORK EXPERIENCE**

List your work and/or ministry experience for the past 15 years beginning with your most recent job held. If you were self-employed, give firm name. Attach additional sheets if necessary.

**EMPLOYER 1**

Name of Employer

Name of Supervisor

Address

Job Title  Employment Dates From  To

Phone  Reason for leaving

May we contact this employer for a reference?  Yes  No

**WORK EXPERIENCE CONTINUED**

**EMPLOYER 2**

Name of Employer

Name of Supervisor

Address

Job Title  Employment Dates From  To

Phone  Reason for leaving

May we contact this employer for a reference?  Yes  No

**EMPLOYER 3**

Name of Employer

Name of Supervisor

Address

Job Title  Employment Dates From  To

Phone  Reason for leaving

May we contact this employer for a reference?  Yes  No

**REFERENCES**

**For reference purposes, use NO family members or anyone related to you.**

Provide three (3) personal references who are qualified to speak of your spiritual experience and Christian service, including a Pastor / Senior Pastor.

**REFERENCE 1**

Name  Position

Street Address

City  State  Zip Code

Email Address  Telephone Number

Length of Time Known  Association

**REFERENCES CONTINUED**

**REFERENCE 2**

Name  Position

Street Address

City  State  Zip Code

Email Address  Telephone Number

Length of Time Known  Association

**REFERENCE 3**

Name  Position

Street Address

City  State  Zip Code

Email Address  Telephone Number

Length of Time Known  Association

Provide two (2) references who are qualified to speak on your professional training and / or community engagement / involvement.

**REFERENCE 4**

Name  Position

Street Address

City  State  Zip Code

Email Address  Telephone Number

Length of Time Known  Association

**REFERENCES AND LEADERSHIP**

**REFERENCE 5**

Name  Position

Street Address

City  State  Zip Code

Email Address  Telephone Number

Length of Time Known  Association

**CHURCH LEADERSHIP RESPONSIBILITIES**

Leadership of a church involves many roles. Consider the following list and rank each item in order of importance according to your philosophy of ministry. **Use 1 = most important and 16 = least important.**

- General Pastoral Care (visitations, ministering to the bereaved, etc.)
- Oversight and coordination of day-to-day operations of the church.
- Preaching.
- Praying.
- Management and Administration.
- Mission and Evangelism.
- Auxiliary Ministry Development (Young Adult, Youth, Music, etc.).
- Training, Counseling, Teaching and Mentoring.
- Support & oversight of staff and volunteers (leaders and coordinators of various activities)
- Collaborative decision making.
- Personal professional development.
- Community Engagement and Outreach.
- Social Justice.
- Budget Management.
- Fund Development.
- Networking, facilitating partnerships, promoting unity.

**LEADERSHIP RESPONSES**

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Provide an evaluation summary of yourself with the top 4 church leadership responsibilities. (limit to 200 words)

In which of these church leadership areas are you strongest? Explain. (limit to 200 words)

**LEADERSHIP RESPONSES CONTINUED**

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What evidence is there to confirm that you have strengths in these church leadership responsibilities in which you state you are strongest? (limit to 200 words)

In which of these church leadership responsibilities are you weakest or view as areas needing improvement? Explain. (limit to 200 words)

**QUESTIONS**

(If you answer "Yes" to any of the questions in the following section, please attach a separate sheet indicating the nature of the suit, offense, date, court, and disposition or other appropriate explanation.)

Have you ever been subject to disciplinary action, suspended, terminated or dismissed or asked to resign from a church? Yes  No   
**If yes, please explain:**

Have you ever been treated for substance abuse? Yes  No   
Have you ever been convicted of a felony? Yes  No

If yes, please provide detailed information indicating the nature of the crime, offense, date, court, conviction, and disposition.

Have you ever filed for bankruptcy? Yes  No

If yes, please provide detailed information indicating the nature of the matter, date, court, and disposition.

**QUESTIONS CONTINUED**

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Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy?

Yes  No

Have you ever been charged in civil or criminal proceedings with improprieties regarding or involving children?

Yes  No

Have you ever entered a plea of guilty, a plea of "no contest" (nolo contendere), or has any court ever deferred further proceedings without entering a finding of guilty and placed on probation or in a public service or education program for any crime other than a minor traffic offense?

Yes  No

**Additional explanation, if applicable:**

Are you a US Citizen or an Alien with Work Authorization?

Yes  No

**AGREEMENTS & CERTIFICATIONS**

**Read carefully before initialing and signing.**

I certify that all the information in this application is accurate and complete to the best of my knowledge, and I have not knowingly withheld any information that might adversely affect my chances for employment. I understand that misleading statements, falsification, misrepresentation, or omission of facts called for herein will constitute sufficient cause for my disqualification from further consideration or dismissal/termination from employment, if I am hired. I understand that this application and all attachments become property of Brentwood Baptist Church and are classified as confidential information.

**Initial**

I understand that neither the acceptance of this application nor subsequent entry into any type of employment relationship with Brentwood Baptist Church creates an actual or implied contract of employment. I understand that, if I accept the Senior Pastor role with Brentwood Baptist Church, it will be on an at-will basis. This means that either Brentwood Baptist Church or I have the right to terminate the employment relationship at any time, for any reason, with/without cause.

**Initial**

I hereby authorize Brentwood Baptist Church to thoroughly investigate any references, work record, education, and other matters related to my suitability for employment and, further, authorize the references I have listed to disclose to Brentwood Baptist Church any and all letters, reports, and other information related to my records, without giving me prior notice of such disclosure. In addition, I hereby release Brentwood Baptist Church, my former employers, and all other persons, corporations, partnerships, and associations from any and all claims, demands, or liabilities arising out of or in any way related to such investigation or disclosure.

**Initial**

**AGREEMENTS & CERTIFICATIONS CONTINUED**

I understand that candidates must consent to a drug test, criminal background check, and credit and financial history review.

**Initial**

Should a search of public records (including records documenting an arrest, indictment, conviction, civil judicial action, tax lien, or outstanding judgment) be conducted by Brentwood Baptist Church or its designee, I am entitled to copies of any such public records obtained by the Church unless I sign the section to waive receipt below. If I am not hired as a result of such information, I am entitled to a copy of any such records even though I have signed below.

**Initial**

I waive receipt of a copy of any public record described in the paragraph above.

Signature

Date

I understand that this application is not valid without my signature.

Signature

Date

## APPLICATION PROCESS

### Interested candidates should submit:

- Completed Application
- Cover Letter
- Bio Sketch (1 page)
- Current Resume or Curriculum Vitae
- Statement of Faith
- Links to recent sermons (2)
- References/Letters of Recommendation (minimum of three with one being a Senior Pastor of an affiliated Baptist church). Each should include contact information - email address and contact number.
- Certified copies of College/University Transcripts
- Recent Photographs (Individual & Family), if applicable (color)

**Submission Email:** BrentwoodPastorSelection@gmail.com

**Contact Number:** 713.701.1035

Please use this email address and contact number for ALL inquiries.

### Submission Deadline

**MONDAY, JUNE 15, 2026 at 11:59 PM**

Complete candidate package required

ALL requested application materials for the candidate package must be submitted and received by the documented deadline to the email address provided above or you may also mail your completed candidate package to:

#### USPS

BRENTWOOD PASTOR SELECTION  
P. O. BOX 88222  
HOUSTON, TX 77288

#### FEDEX or UPS

BRENTWOOD PASTOR SELECTION  
4110 ALMEDA ROAD  
HOUSTON, TX 77004  
# 88222

Packages mailed must have a postmark of the deadline date listed and must arrive no later than the following Monday. Incomplete or late submissions will NOT be considered. All information obtained from the candidates will be held and kept confidential.

## CLOSING STATEMENT

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**The Pastor Selection Committee will acknowledge receipt of all complete candidate packages.**

Brentwood Baptist Church is seeking a Senior Pastor who will honor our legacy, lead with courage and vision and guide us into a future of renewed strength, growth, and impact.

We invite those who feel called to prayerfully consider this opportunity.