



Senior Pastoral Vacancy Announcement

Church Address:

180 Blue Hill Avenue Milton, MA 02186

Email: searchcommittee@cbcoston.org

Website: www.cbcoston.org

Vacancy Overview

The Concord Baptist Church of Boston (Milton, MA) seeks a full time Senior Pastor divinely called by God to shepherd His people. It is the mission of Concord to effectively minister the Word of God through corporate worship, Bible teaching, preaching, and outreach. We believe in prayer and the power of prayer, through the transforming work of the Holy Spirit. We are an intergenerational community of believers who are committed to serving God and others. We are an inviting, Bible believing church, intentional in living out our faith not only within our four walls, but beyond our campus as well. We do so in sharing the Gospel message of love, reconciliation and compassion to a diverse community. We seek Holy Spirit-filled candidates with the passion, skills, and vision to support Concord with maintaining a thriving presence in the town of Milton, the Greater Boston community, and beyond.

About Our Church

In 1916, sixteen Christian believers gathered for prayer in the home of Sister Lydia Glover who resided at 14 Northfield Street in Boston. Each of the individuals assembled was inspired to serve God according to Biblical principles and Christian teachings. The group grew exponentially and realized the need to establish a more suitable place of worship. This bold move led to enduring worship, outreach and missions; culminating into what now is the Concord Baptist Church of Boston in Milton, MA.

Concord Baptist Church is a predominately African American church representing cultures across the African and Caribbean diaspora. There are over 700 members from communities across Boston and Greater Boston. Our worship style extends from the African American Baptist tradition, incorporating contemporary gospel, hymns, liturgical worship, and more to meet the needs of our diverse community of believers.

Our worship and service extends beyond our campus as we connect with the larger community to live out the Great Commission in Matthew 28:19, 20 and the command of Micah 6:8 (NLT) "To act justly and to love mercy and to walk humbly with your God." Concord Baptist Church is aligned with American Baptist Churches USA, The American Baptist Churches of Massachusetts, The Progressive National Baptist Convention, The Black Ministerial Alliance of Greater Boston (BMA TenPoint), Greater Boston Food Bank, and The National United Church Ushers Association of America, Inc.

Annually, Concord Baptist Church hosts an International Women's Conference, a Men's Retreat, a community Fall Festival, community outreach through Vacation Bible School, revivals and various recognition programs. We have a Housing and Economic Development Corporation, a 5010(c)(3) organization, which seeks to assist the minority communities with home ownership and entrepreneurial resource support. Additionally, twice a month we host a food pantry that feeds over 120 families. We offer weekly Sunday School classes for all ages. Below is a listing of our 29 active ministries.

MINISTRY LISTING

- Anointed Praise
- Bereavement
- Brotherhood Chorus
- Brother to Brother
- Children for Christ Choir
- Children's Church
- Christian Education
- Church Historian
- Deacons
- Deaconesses
- Family Praise
- Food Bank
- Health
- Junior Ushers
- Junior Vessels of Praise
- Kitchen
- Media
- Missionaries
- Music and Arts
- Public Safety
- Sunday School
- Teen Church
- Trustees
- Willing Workers
- Women of Praise
- Ushers
- Vessels of Praise
- Young Adult Middle Adult
- Youth

About Our Pastor

The Reverend Dr. Conley Hughes Jr., our current senior pastor, accepted his calling to lead Concord Baptist Church in 1988. Pastor Hughes has full ordination standing with the American Baptist Churches USA and has ministerial standing with the Progressive National Baptist Convention. He is the distinguished servant-leader of an inviting, Word-affirming, Spirit-empowering, and discipling congregation. He is a mentor with oversight of approximately 20 ministers currently serving at Concord and has supported countless others who have gone on from Concord Baptist Church to lead ministries across the country.

Prior to serving at Concord, Dr. Hughes served as pastor of Calvary Baptist Church in Haverhill, MA for 10 years. Pastor Hughes has engaged in mission travels to England, Barbados, India, Egypt, Jordan, and Bermuda. Pastor Hughes has been married for over 49 years to the Reverend Dr. Moreen Patricia Hughes, our Associate Pastor and Minister to Women. Dr. Moreen is a retired educator and is ordained through the American Baptist Churches USA.

Job Description

The Senior Pastor is a full-time position requiring the candidate to commit to flexible work hours, including evenings and weekends. The Senior Pastor will:

- Serve as the chief spokesperson for the church, lead Sunday worship service, lead Bible study, and be responsible for the spiritual care of the congregation.
- Officiate church ordinances and ceremonies (i.e. weddings, funerals, baptism, baby dedications)
- Facilitate annual church meetings and official meetings
- Facilitate Church Executive Council meetings (quarterly) and work collaboratively with the Diaconate Ministry, Trustees, and Church Executive Council
- Provide oversight to all ministerial staff, all administrative staff, all music ministry staff, and the work of all church ministries.
- Develop a clear plan for church evangelism and outreach

- Provide support to maintain, educate, and grow our youth, young adults, and seniors
- Display the ability to lead within the framework of church by-laws
- Ensure that the church pursues, identifies, and writes grants as well as secure other financial sources to support the church and its ministries
- Continually demonstrate a strong desire to connect and interact with both leadership and church members (open door policy)
- Conduct visitation to sick and shut in, provide counseling and prayer to members, and support members in crisis
- Regularly financially support the church through tithing
- Represent or designate representation in community organizations and church collaborations
- Be a member in good standing with the American Baptist Churches USA, The American Baptist Churches of Massachusetts, and the Progressive National Baptist Convention
- Serve as President of the Housing and Economic Development Corporation of Concord

Required Skills:

- Vision casting and communicating a clear future for the church
- Interpersonal skills including active listening and conflict resolution
- Skilled confidential counseling
- Strong organizational skills
- Strong biblical and theological knowledge
- Strong administrative skills
- Computer literate

Required Qualifications

Self-Development / Character:

- Remain self-aware of God's voice and the big picture vision for God's Church
- Commitment to your own spiritual development, exhibited in a dedicated prayer life and consistent study of the Word
- Seeks opportunities for learning and growth
- Has exhibited reliability and cultivated trust
- Earned a reputation of being relatable, honest, and sincere
- Proven ability to lead through change

Leadership and Education:

- Ordained within the Baptist denomination
- Highly regarded preaching and teaching experience
- 5 years minimum of some pastoral experience (associate, assistant, or senior)
- Master of Divinity (M. Div) Degree from an accredited Seminary
- Demonstrates a spiritually active lifestyle that complements their ministry
- Possesses transparent and high ethical standards in moral, family, and financial matters
- Exemplifies empathy and sensitivity to families / congregation
- Community focused, socially aware, and astute

Preferred Qualifications

- Senior Pastor with 7+ years leading a congregation
- Highly skilled in ministry, administration, pastoral care, and outreach
- Doctor of Ministry or Theology
- Ordained by American Baptist Churches USA
- Demonstrated track record of successfully growing a church spiritually and numerically in alignment with the Word of God
- Successfully led and mentored other ministers

Application Process

To be considered, each interested and qualified applicant is required to complete the online application and submit a full PDF application package via email to searchcommittee@cbcoston.org. Applications submitted in any other way will not be accepted or reviewed.

Application Contents:

Complete the full application by clicking the link: [Apply Here](#)

All submitted PDF application packages must include:

1. Cover letter
2. Resume
3. Application
4. Sermon Links - two within the last twelve months

*Letters of reference will be required at a later date upon request of the Search Committee.

*Compensation package is negotiable and will be fair market value for Boston, MA.

Submission of Application:

Email all applications to: searchcommittee@cbcoston.org

In the Subject Line: Senior Pastor Application - Attention: Concord Baptist Church Search Committee

Submissions must be complete upon receipt

All materials sent to the Concord Baptist Church Search Committee will be kept confidential and are not returnable to the applicant. **No exceptions.**

Additional Steps in the Selection Process:

Prior to any offer, perspective candidates may be required to complete the following screenings and submit the following documentation:

Screenings

- Drug screening
- Character reference checks
- Criminal reference check (CORI)
- Sexual offender check (SORI)
- Credit history check

Documentation

- Denominational ordination certification
- Official transcripts of degree(s)

All correspondence with the Search Committee must be done through email.

No calls or other forms of communication will be accepted.

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