

ISRAEL BAPTIST CHURCH OF BALTIMORE CITY

1220 NORTH CHESTER STREET
BALTIMORE, MD 21213

Pastoral Search Application Information

Deadline to Apply. Wednesday, May 6, 2026



israelpastoralsearch@gmail.com



ISRAEL BAPTIST CHURCH —BALTIMORE, MD—

Pastoral Search Announcement

[Click Here to Apply](#)

- URL: <https://tinyurl.com/IBC-Pastor>
- Deadline: Wednesday, May 6, 2026, at 11:59 pm PST
- Phone calls to the church will not be accepted

Israel Baptist Church of Baltimore City prayerfully invites applications for the position of Senior Pastor. This search follows the retirement of Rev. Dr. Harlie Walden Wilson, II, whose distinguished and visionary leadership of nearly fifty years nurtured a culture of discipleship, expanded community outreach, and provided faithful pastoral care to generations of members. As the church enters this pivotal season of transition, Israel seeks a shepherd who is prepared to honor its historic foundation, meet its present challenges with faith and competence, and guide the congregation boldly into the future.

This is a full-time pastoral position. Due to the breadth of ministry and the church's commitment to pastoral care and community engagement, this calling requires the focused time, presence, and leadership of a full-time shepherd.

About Israel Baptist Church

Founded in 1891, Israel Baptist Church of Baltimore City has served the East Baltimore community for 135 years. What started with humble beginnings as a congregation of faith and determination has grown into one of the most enduring anchor institutions in the city. In 1952, the congregation relocated its edifice to 1220 North Chester Street ("Historic Building"). Decades later, the construction of a new sanctuary ("Main Sanctuary") at 2000 East Washington Street reflected a deliberate choice to remain planted in the very neighborhood the church was called to serve. That commitment to presence and proximity remains unchanged today.

Ministry life at Israel spans both facilities. The Main Sanctuary hosts Sunday worship and major church services. The Historic Building — which houses a sanctuary, fellowship hall, ministry offices, and multifunction spaces — serves as the hub for the church's day-to-day programming and ministry activity. Together, these facilities support a multigenerational congregation with an average Sunday worship attendance of 400 people and a membership base approaching 1,000. Israel has 20 ministries including: Christian Education; Prayer; Music and Worship Arts; Men's; Women's; Youth; Young Adult; Fellowship (Ushers and Greeters); Seniors; Missions and Evangelism; and Outreach.

The church's reach extends well beyond its walls. For generations, Israel has engaged East Baltimore through organized outreach initiatives, community partnerships, and direct service, such as providing food, resources, and tangible support to residents in need. This ministry model reflects a deeply held conviction that the church is called to address the whole person, spiritually, physically, socially, and emotionally. That holistic commitment is not a program or a season; it is the defining character of Israel and the foundation upon which its next chapter will be built.

About Baltimore City

Israel Baptist Church is located in Baltimore, Maryland, a city of approximately 565,000 residents with a rich legacy of cultural influence, civic pride, and institutional strength. Known for its distinctive neighborhoods, vibrant arts scene, and world-class academic and medical institutions, Baltimore serves as a regional hub for education, healthcare, research, and economic activity. Its strategic location along the I-95 corridor provides connectivity to major metropolitan markets and federal agencies.

The church resides within zip code 21213, home to roughly 27,800 residents with a median age of 38. The community is approximately 87% African-American, reflecting a strong cultural heritage and deep neighborhood identity. The median household income is approximately \$50,031, and an estimated 25% of residents live below the poverty line. While educational attainment varies across the community, residents reflect the resilience and resourcefulness that have long characterized East Baltimore.

The broader city faces ongoing economic disparities and social challenges common to many major urban environments. Yet, Baltimore is also a city in motion. Strong nonprofit networks, grassroots organizations, and community partnerships are actively focused on equity, youth leadership, and neighborhood revitalization. Recent violence prevention strategies have contributed to meaningful declines in homicides and nonfatal shootings. The church's immediate area is experiencing a resurgence of new home development, signaling renewed investment and possibility.

Pastoral Duties & Responsibilities

The Pastor is responsible to the Church to proclaim the gospel of Jesus Christ, to teach the biblical revelation, to engage in Pastoral care ministries, to provide administrative leadership in all areas of Church life, and to act as the chief administrator of the Church.

This is a full-time pastoral position. The congregation seeks a shepherd who will devote primary vocational energy and availability to the spiritual leadership, care, and administration of the church. Specifically, the responsibilities will include, but are not limited to the following:

1. Preaching and teaching the Bible with clarity and conviction, equipping both new and seasoned believers for spiritual growth and faithful living.
2. Providing administrative leadership and guidance to church staff, volunteers, and leadership, fostering a collaborative and spiritually grounded team committed to executing ministry responsibilities with excellence.
3. Offering consistent pastoral care to the congregation through visitation, encouragement, prayer, and the comfort of scripture during all seasons of life.
4. Maintaining a disciplined personal life of prayer and Bible study, modeling spiritual devotion and interceding faithfully on behalf of the congregation.

5. Casting and communicating a compelling vision for ministry that inspires and mobilizes the total church body toward holistic Kingdom work.
6. Serving as an ex-officio member of all ministries and committees, providing pastoral oversight and spiritual direction across the life of the church.
7. Officiating weddings, funerals, baptisms, and other special services and ceremonies with pastoral sensitivity and theological integrity.
8. Modeling exemplary leadership in evangelism, discipleship, stewardship, missions, and ministry, setting the standard for the congregation to follow.
9. Representing Israel Baptist Church at religious and community events on local, state, national, and international levels, reflecting the church's mission and values with distinction.
10. Building a collaborative partnership model of ministry with Deacons, Trustees, Ministry Leaders, and the broader congregation to advance the church's shared mission.
11. Overseeing, in partnership with the Deacons, all matters of church discipline and congregational conflict, providing resolution rooted in scripture, fairness, and grace.
12. Engaging in continuous educational and professional development to remain current in pastoral practice, theological study, and ministry leadership.
13. Cultivating and sustaining meaningful relationships with community organizations, civic leaders, nonprofit partners, and faith communities to strengthen Israel's legacy of community transformation and outreach.
14. Providing oversight of church policies and operational procedures in collaboration with Church leadership, ensuring organizational effectiveness, accountability, and alignment with the Church's mission and values.

Minimum Requirements

To be considered for this position, applicants must meet the following requirements.

Spiritual & Character

- Professes a personal, saving faith in Jesus Christ and demonstrates a consistent, active walk with God.
- Meets the biblical qualifications for the office of Pastor as outlined in I Timothy 3:1-7.
- Demonstrates integrity, humility, and sound moral character in personal and professional life.

Credentials

- Bachelor's degree from an accredited institution.
- Licensed and ordained within the Baptist denomination.

Experience

- Minimum of 5 years of senior-level pastoral experience.
- Experience preaching and teaching the Bible in a church setting.
- Experience in performing pastoral duties including weddings, funerals, baptisms, and hospital/member visitation.

Relational & Administrative

- Ability to work collaboratively with church leadership, including Deacons, Trustees, and Ministry Leaders.
- Strong verbal communication skills, particularly in preaching and pastoral counseling.
- Willingness to reside in or reasonably near Baltimore City to be fully present and accessible to the congregation.

Application Process

To be considered for this position, complete the application and upload the following documents:

1. Cover Letter
2. Resume/CV
3. Names and Contact Information of Three References (One must be clergy and one must be from a lay person)
4. Statement of Faith (no more than two pages)
5. Ministry Philosophy Statement (no more than two pages)
6. University Transcripts (unofficial accepted for application; official will be required should the candidate become a finalist)
7. Certificate of Ordination
8. Links to Video of Preaching a Full Sermon (Minimum of 1; Max of 3)
9. Links to Videos of Teaching a Complete Lesson (Minimum of 1; Max of 3)
10. Current Headshot

Finalists will be subject to a background check.

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Israel Baptist Church Pastoral Search Committee

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