The background of the document is a faded, high-angle photograph of the Bethlehem Baptist Church building in Alexandria, Virginia. A prominent sign in the upper left corner of the image reads "BETHLEHEM BAPTIST CHURCH" and "7608 3". The church building is a large, multi-story structure with a prominent steeple and a large, ornate entrance. The overall tone is professional and informative.

**Bethlehem Baptist Church (American Baptist Churches)
Pastor Search Announcement
Alexandria, Virginia 22306**

Position: Senior Pastor, American Baptist Churches USA Location: Bethlehem Baptist Church, Alexandria, VA Start Date: Negotiable; target hire NLT January 2027


Summary: Bethlehem Baptist Church (BBC), an active American Baptist congregation in Alexandria, VA, seeks a full-time Senior Pastor to provide visionary spiritual leadership, pastoral care, preaching, and administration. The ideal candidate is ordained in the American Baptist tradition, committed to Baptist polity, and experienced in congregational leadership, discipleship, and community engagement.

About Bethlehem Baptist Church

- Congregation: Multi-generational congregation with a history of faithful ministry in Alexandria.
- Worship: Traditional and blended worship expressions; emphasis on biblically grounded preaching and meaningful liturgy.
- Mission & Ministries: Local outreach, Christian education for all ages, youth and children's programs, missions support, pastoral care ministries, and community partnerships.
- Location: Alexandria, VA — historic, diverse, close to Washington, D.C., with robust cultural, educational, and service opportunities.

Core Responsibilities

- Preach and teach Scripture, providing spiritually nourishing, theologically sound sermons and Bible study leadership.
- Provide pastoral care (counseling, visitation, hospital and emergency ministry) to members and community.
- Lead congregational visioning and mission development in partnership with elected church leadership and committees.
- Administer sacraments, officiate at baptisms, weddings, funerals, and other rites according to Baptist practice.

- 
- Supervise staff and work collaboratively with lay leadership, support volunteer development and discipleship.
 - Oversee or coordinate programs for Christian education, youth, and outreach; encourage evangelism and service.
 - Manage congregational governance responsibilities in accordance with church bylaws and American Baptist polity.
 - Represent the church in the community and with denominational bodies.

Preferred Qualifications

- Ordained minister in American Baptist Churches USA.
- Doctor of Ministry (DMin) and will consider a Master of Divinity (M.Div.) or equivalent theological education preferred.
- Minimum 10 years pastoral experience preferred (or demonstrated ministerial leadership).
- Strong biblical preaching and teaching skills; commitment to Christian theology and congregational polity.
- Demonstrated pastoral care, administrative, and staff supervision abilities.
- Ability to engage culturally diverse, multi-generational congregation and external community partnerships.
- Clear criminal background check and references.

Compensation & Benefits

- Compensation commensurate with experience and ABC salary guidelines for clergy in the area.
- Benefits package to include housing allowance (as negotiated), health insurance stipend/coverage, paid vacation and continuing education allowance.
- Final package to be negotiated with Personnel/Finance Committee in accordance with church resources and denominational recommendations.

Application Materials Please submit the following:

- Cover letter expressing your call to ministry and interest in Bethlehem Baptist Church.
- Current résumé/CV (including ministry and education history).
- Statement of faith/brief theological statement (1–2 pages).
- Philosophy of ministry (1–2 pages) and approach to preaching, pastoral care, and congregational leadership.
- Video or audio links to two recent sermons (or provide files).
- Contact information for at least three professional references (including one congregational/lay leader).

Application Process & Timeline

- Applications accepted until **July 31, 2026, or until 50 applications are received**; early submissions encouraged.
- Anticipated first-round interview dates: **Final list of candidates will be contacted to schedule interviews.**
- Final candidate(s) expected to preach for congregational visit(s) prior to call vote.
- Final call and installation timeline to be determined in consultation with the congregation and ABC regional offices.

How to Apply / Inquiries

Bethlehem Baptist Church Pulpit Committee
7836 Fordson Road, Alexandria
Alexandria, VA 22306
Email: bbcpulpitsearch@bbc-nva.org

Additional Information: Bethlehem Baptist Church affirms the polity and fellowship of the American Baptist Churches and welcomes applicants who respect our congregational governance, commitment to Scripture, and vocation of service. Bethlehem is an equal-opportunity employer and encourages applications from diverse candidates called to the ministry.

For more information about the congregation, ministries, and community context, contact the Pulpit Committee via the email above.

Note: Applicants who advance in the process will be asked to consent to a background check and provide additional documentation as requested.

