

PASTOR JOB DESCRIPTION

Brown Grove Baptist Church | Midlothian, VA

Church Overview

We are an established Baptist church with a rich history, a faithful and committed congregation, and a deep desire to see God continue His work in and through us. While our membership is currently primarily older, we are united in an exciting vision: to grow into a thriving, multi-generational church that reflects the full richness of the body of Christ.

Position Summary

We are prayerfully seeking a Pastor called by God to lead, shepherd, and equip our congregation for our next season of ministry. The ideal candidate will be a biblically grounded leader who unashamedly upholds Baptist doctrine, preaches the Word of God with passion, and possesses a strategic heart for reaching young adults, families, and youth.

Key Responsibilities

Spiritual Leadership & Preaching

- **Faithful Preaching:** Preach and teach the Word of God with clarity, conviction, and cultural relevance.
- **Doctrinal Integrity:** Maintain, teach, and adhere to established Baptist Doctrine and Ordinances.
- **Vision Casting:** Provide spiritual direction and visionary leadership to move a multi-generational congregation forward in faith.

Shepherd & Discipleship

- **Pastoral Care:** Shepherd and care for members through intentional visitation, biblical counseling, and crisis care.
- **Leadership Development:** Disciple, equip, and empower internal church leaders to serve and grow in their spiritual gifts.
- **Unity Building:** Foster congregational unity, peace, and mutual love while guiding the church forward.

Outreach & Next-Gen Growth

- **Evangelism:** Lead and inspire outward-focused efforts to grow the church through local outreach and evangelism.
- **Next-Gen Focus:** Actively develop, support, and champion vibrant ministries tailored to children, youth, and young adults.

- **Community Connection:** Build strategic relationships and partner with other local churches and community organizations.

Required Qualifications

- **Biblical Standards:** Meets the scriptural qualifications of leadership outlined in 1 Timothy 3:1–7 and Titus 1:5–9.
- **Personal Faith:** A clear, vibrant testimony of faith in Jesus Christ and an undeniable calling to pastoral ministry.
- **Ordination:** Fully ordained with a strong commitment to the absolute authority of Scripture and Baptist doctrine.
- **Experience:** Proven experience in pastoral leadership, preferably within a Baptist church setting.
- **Generational Relatability:** Demonstrated ability to communicate effectively and build relationships across multiple generations.
- **Education:** Formal theological training or a Bachelor's degree in a related field is required; a Master of Divinity (M.Div.) from an accredited seminary is highly preferred.

Our Vision for the Future

We are looking for a partner in ministry who will help us:

- **Transform** into a vibrant, multi-generational church family.
- **Re-engage** our local community to become a highly visible, trusted, and helpful presence.
- **Strengthen** collaborative partnerships with local sister churches.
- **Remain** firmly grounded in God's unchanging Word while moving forward boldly in faith.

To Apply

Interested candidates should prayerfully submit the following documents to bgbcpastorsearch2026@gmail.com:

1. **Current Resume**
2. **Personal Statement of Faith & Philosophy of Ministry**
3. **Professional & Personal References**
4. **Links to Video/Audio of 2-3 Recent Sermons**