



## **Associate Pastor Position Announcement** **[Half-time Position]**

Groveton Baptist Church exists to Magnify God's Reputation. Located in Alexandria, VA, two miles south of the Capital Beltway on Route 1, the church has grown to reflect the economic, educational, and ethnic diversity of Northern Virginia over our 80-year history. We embrace our identity as *A House of Prayer for All Nations*, with members hailing from more than 20 nations and many different evangelical traditions.

We are seeking an Associate Pastor to work with the Senior Pastor and the Church Council to revitalize church discipleship and evangelism. Many of the structures needed for this do not currently exist, so this will require someone who thinks in systems and structures, has administrative efficiency, and is driven by a longing to see people connected with Jesus and one another.

This work is part of our broader aim to nurture a gospel culture at Groveton. The Associate Pastor will be particularly invested in developing gospel community and gospel generosity. Gospel community is nurtured in groups where we can learn one another's stories, ask questions that go beneath the surface, and spend enough time with each other that we can speak grace and truth into each other's blind spots. Gospel generosity is displayed when we show up in the lives and needs of our neighbors and introduce them to Jesus through our demeanor and testimony. We hope to create intentional, non-threatening groups where we can share with our neighbors who Jesus is and what he has done for us.

In short, we want the redeeming grace of Jesus to be richly experienced in connected relationships within the church and freely shared with those outside the church.

This is a half-time position with the hope of growing into a full-time position.

You may submit your resume to: [SearchTeam@GrovetonBaptistChurch.org](mailto:SearchTeam@GrovetonBaptistChurch.org) or

Associate Pastor Search Team  
c/o Groveton Baptist Church  
6511 Richmond Highway  
Alexandria, VA 22306

## **Job Description for the Associate Pastor of Groveton Baptist Church**

The Associate Pastor will, out of a vibrant faith in Jesus Christ and in coordination with the Senior Pastor and the Church Council, develop and support structures of discipleship and evangelism at Groveton Baptist Church.

Duties include:

1. Develop and support discipleship ministries
  - a. Recruit, train, and mobilize congregation members to actively engage in discipleship ministries
  - b. Discipleship ministries include but are not limited to adult and children's Sunday School, Bible reading groups, home groups, family ministries, and special events and activities.
2. Develop and support evangelistic ministries through outreach opportunities
  - a. Recruit, train, and mobilize congregation members to actively engage in evangelistic ministries
  - b. Outreach opportunities could include but are not limited to recreational activities, community events, existing food and clothing ministries, etc. Evangelistic ministries can happen both in these outreach opportunities and evangelistic Bible studies and other means of introducing our neighbors to Jesus.
3. Participate in pastoral care duties and assist with other ministerial and administrative duties as assigned by the Senior Pastor
4. Preach 4-6 times a year as requested by the Senior Pastor
5. Meet weekly with the Senior Pastor for encouragement, guidance, direction, counsel, and accountability in fulfilling the assigned duties and responsibilities

Qualifications:

1. Evidence of the qualifications outlined in 1 Timothy 3:1-7 and Titus 1:5-9
2. Models spiritual maturity, emotional health, and a collaborative spirit
3. Ability to effectively teach sound doctrine from God's word
4. Seminary degree (or equivalent training and experience in a ministry environment)
5. Task oriented with strong organizational and systems skills
6. Administrative skills
7. Expertise with social media platforms
8. Experience or desire to work in a multi-cultural church
9. Agreement with Baptist Faith and Message 1963
10. Minimum of five years' experience within a ministry environment
11. Will become a member of Groveton Baptist Church

## **Groveton Baptist Church: Past, Present, and Future**

Groveton Baptist Church was, for decades after its founding in 1943, a white, multi-generational Southern Baptist Church with vibrant programs and an active membership. As with many churches in the D.C. area, there were seasons of rise and fall in membership due to the revolving nature of government and military work. In the late 1970s and through the 80s, a number of African American families began attending the church, some drawn by our ministry to children and adults with special needs—a ministry that continues to this day. In the early 2000s, international neighbors began attending, such that now our congregation thoroughly reflects the diversity of our community with members hailing from 20 nations. Those in the pews span the economic range of our area, which is one of poorest parts of the richest county in America. We have a dynamic outreach to meet our neighbors' physical and spiritual needs through weekly food and clothing ministries that serve thousands each year.

Like many churches, we were hit hard by the pandemic in 2020. By the time everyone was meeting in person again, our attendance was about half of pre-pandemic numbers. That season also brought some leadership conflicts to a head in a painful yet necessary season of restructuring, during which we created our Church Council.

Our current attendance averages in the 80s and we had 150 in worship on Resurrection Sunday.

In late 2021, Pastor Chris Davis began an emphasis on nurturing a gospel culture at Groveton. The gospel is Jesus—who he is and what he has done for us—and gospel culture is comprised of:

- Gospel Fluency - Knowing the good news
- Gospel Maturity - Speaking the good news to ourselves
- Gospel Community - Speaking the good news to one another
- Gospel Generosity - Speaking the good news to our neighbors

We are now looking to hire an Associate Pastor who would work closely alongside Pastor Chris to help create structures for discipleship and evangelism. Over the last year God has been gracious to bring a number of new individuals and families to our church and has ushered us into a season of refreshment and healing. We need pastoral help to mobilize members, new and old, for involvement that will better nurture a gospel culture. The position is half-time and our prayer is that, with growth in our church, it will grow into a full-time position.

Our church is in a season of reckoning with our place in the Southern Baptist Convention, not because of theological disagreements but because of the SBC's institutional refusal to address the sexual abuse crisis and failure to meaningfully involve women and people of color in our denominational leadership. While that relationship is tenuous, our greatest level of engagement is with our local association (the NorthStar Church Network), our food and clothing ministries, and our local crisis pregnancy center.

Please pray about joining us in this time of revitalization to fulfill our church's calling: to Magnify God's Reputation.