



Chestnut Grove Baptist Church (CGBC) is seeking a Senior Pastor who will walk alongside our congregation and community, authentically living out our faith together. We are a church seeking to follow Jesus with **Faith**. Rooted in Scripture and shaped by Baptist beliefs, we value congregational **Formation**, caring relationships, and service to our neighbors. We strive to create an open, inclusive, and welcoming environment where worship is meaningful, discipleship is intentional, and faith is lived out through love, compassion, and **Fruitfulness**. We believe the Church's call is to follow Jesus's teachings of loving our neighbor; all are welcome to the table, all are loved by God, all are equipped and can be called by God to serve. CGBC is a small to mid-size church located in a rural setting outside of Charlottesville, VA. Our formal religious affiliations are with the Baptist General Association of Virginia and the Cooperative Baptist Fellowship. This is an opportunity for a Senior Pastor to shepherd a congregation desiring to discern God's direction, engage in challenging conversations, follow Jesus faithfully, and bless the world.

Position Classification

- Full-time, salaried, exempt ministerial position, pastoral, administrative and organizational leadership
- Requires active, in-person participation in the life of the church, including evenings, weekends, and holidays
- Supervise and support ministerial and non-ministerial staff
- Work closely with CGBC outreach ministries and lay leadership
- Salary and Housing: \$65,000-90,000 commensurate with education and experience
- Benefits: Employee medical, dental & vision insurance, 403(b), Paid Time Off, Sabbatical, and others
- Responsible to the congregation in accordance with CGBC constitution and by-laws

Primary Responsibilities

Preaching, Teaching & Worship

- Proclaim the Good News, teaching scripture in ways that are accessible, relevant, and faithful to Baptist theology, approaching faith and scripture with curiosity
- Lead with and support ministerial staff in meaningful and creative explorations of Christ-centered worship

Discipleship & Spiritual Formation

- Nurture spiritual growth of the congregation by example, teaching, fellowship and relational connections

Pastoral Care

- Cultivate redemptive and grace-filled relationships with staff, congregation, and community
- Provide loving pastoral care in a wide array of circumstances, supported by staff, deacons and lay leaders

Leadership & Administration

- Develop and guide with a vision, pursuing strategic ministry initiatives that advance the Kingdom
- Serve as an ex-officio member of key church committees, offering guidance and spiritual leadership
- Identify, mentor, and develop emerging leaders and empower others to serve in their gifts and call

Church & Community Engagement

- Represent CGBC with authenticity, and humility in the broader community (schools, civic events, etc.)
- Seek and develop authentic relationships with local leaders, community organizations, and neighboring churches and create or participate in opportunities to partner in community initiatives

Qualifications & Personal Characteristics

- Demonstrates a vibrant, growing faith, practicing spiritual disciplines that sustain personal spiritual health
- Sense a clear calling to pastoral ministry and a deep love for the local church
- Strong interpersonal skills: Communicate effectively with people of all ages and backgrounds
- Minimum education: Seminary Prepared and/or Ordained
- Demonstrates strong competency with technology, including Office 365 and Google

Applications accepted until position filled. To apply, submit a resume and cover letter to:

CGBCsearchteam@gmail.com. Questions may also be directed to the same email address. More information about our church can be found at www.chestnutgrovebaptist.org