

# Beulah Baptist Church

320 South Washington Street  
Alexandria, Virginia 22314

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## PASTORAL VACANCY ANNOUNCEMENT

**Opening Date:** June 1, 2026  
**Closing Date:** July 3, 2026

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## Church Profile

Founded in October 1863, Beulah Baptist Church is a historic congregation located in the heart of Old Town Alexandria, Virginia. Established by free-born and formerly enslaved African Americans during the Civil War era, Beulah has served for more than 160 years as a spiritual, cultural, and civic anchor for the African American community in Alexandria and the greater Northern Virginia region.

Throughout its history, Beulah has demonstrated a steadfast commitment to Christian worship, education, justice, and community engagement. The congregation has long addressed the spiritual, social, and material needs of its members and neighbors, reflecting a faith that is both deeply rooted and outwardly engaged. Beulah affirms a theology centered on the Gospel of Jesus Christ and expressed through worship that is sincere, vibrant, and scripturally grounded.

Beulah Baptist Church identifies as an open and affirming congregation, avowing the full inclusion of all people while remaining grounded in Christian faith and practice. The church's membership includes long-standing families with deep generational ties as well as newer members drawn to Beulah's preaching, worship, and commitment to faith-informed engagement with contemporary issues.

Beulah is currently entering a season of pastoral transition and is prayerfully discerning its next chapter of leadership and ministry.

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# Governance and Polity

Beulah Baptist Church operates under congregational governance, with final authority resting with the congregation under the grace and peace of Jesus Christ. The church is affiliated with the Progressive National Baptist Convention and the American Baptist Churches (ABC), reflecting its commitment to historic Baptist principles, social justice, ecumenical engagement, and freedom of conscience.

Leadership is guided by the church's Constitution and By-Laws and shared among the Pastor, Church Council, Diaconate Board, Board of Trustees, and other elected officers and ministry leaders. A Pastoral Search Committee, elected by the congregation, leads the process of identifying and recommending a pastoral candidate. A two-thirds congregational vote is required to extend a call.

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## Senior Pastor Position Overview

The Senior Pastor of Beulah Baptist Church is called to serve as the primary spiritual leader, preacher, teacher, and administrator of the congregation. The Pastor provides vision, pastoral care, and leadership that advance the church's mission, nurture spiritual growth, and equip the congregation for faithful witness in the world.

The Senior Pastor will guide Beulah into a new season of ministry—honoring its historic legacy while discerning how God is calling the church to serve faithfully in the present and future.

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## Responsibilities

### Spiritual Leadership and Worship

- Proclaim the Gospel of Jesus Christ through regular preaching and teaching.
- Provide theological leadership consistent with the Church Covenant and Baptist tradition.
- Administer the ordinances of Baptism and the Lord's Supper.
- Lead worship services that are spiritually meaningful, vibrant, and scripturally grounded.

### Pastoral Care

- Offer pastoral care, counseling, and spiritual guidance to members and families.
- Provide support during times of illness, grief, crisis, and transition.
- Officiate weddings, funerals, and other pastoral services as appropriate.

## **Leadership and Administration**

- Serve as moderator of congregational business meetings.
- Provide leadership and oversight to church staff, officers, boards, and ministry teams.
- Serve as an ex-officio member of the Church Council and all committees.
- Collaborate with the Church Council to establish ministry goals, strategies, and performance metrics.
- Participate in annual evaluation and planning processes.

## **Teaching and Discipleship**

- Oversee Christian education and discipleship ministries for all ages.
- Encourage spiritual formation, biblical literacy, and faithful Christian living.
- Equip members for ministry and service within the church and the broader community.

## **Community and Denominational Engagement**

- Represent Beulah Baptist Church in civic, ecumenical, and denominational settings.
  - Support outreach, missions, and social justice ministries that reflect the church's values and calling.
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## **Qualifications**

- Ordained minister in good standing with a Christian denomination.
  - Advanced degree in theology from a seminary or divinity school accredited by the Association of Theological Schools (ATS).
  - Bachelor's degree required; advanced theological degree required.
  - Demonstrated effectiveness in preaching, teaching, and pastoral leadership.
  - Experience leading a congregation or ministry setting of comparable scope.
  - Ability to lead collaboratively within a congregational governance structure.
  - Strong communication, organizational, and pastoral skills.
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## **Personal and Pastoral Attributes**

The successful candidate will demonstrate:

- A deep and authentic Christian faith
- Emotional maturity, integrity, and humility
- Respect for the historic legacy of Beulah Baptist Church

- Capacity to lead during times of transition and change
  - Commitment to inclusion, community engagement, and faithful witness
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## Additional Information

Selected candidates will undergo pre-screening of credentials, participate in an interview process, and complete a thorough background check, including criminal, civil, financial, employment, and reference verification. The selected candidate will participate in an annual review.

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## Compensation and Benefits

Compensation is customizable and will be discussed with applicants during the interview process.

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## Application Process

Applicants must submit the following:

1. Cover Letter
2. Resume
3. Completed Application - <https://BBC Application Form>
4. Sermon Link/Video (within the last 3 months)

*Letters of reference will be requested at a later stage of the process.*

All application materials must be submitted by July 3, 2026.

Inquiries may be directed to: [careers@beulahbaptistva.com](mailto:careers@beulahbaptistva.com)

All inquiries will be handled with discretion and prayerful care.

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Beulah Baptist Church is an equal opportunity faith community. We invite candidates who feel called to shepherd a historic, justice-oriented, Christ-centered congregation to prayerfully submit their materials.