



Job Posting: Pastoral Vacancy

Position: Pastor

Location: New Light Baptist Church, Richmond, VA

Reports to: Church Trustee Ministry and Ministry of Deacons

Salary Range: \$44,000-\$54,000 (commensurate with experience)

New Light Baptist Church (NLBC), a historic Richmond landmark, is a thriving, progressive congregation that values a blend of traditional and contemporary worship styles. We seek a dynamic and visionary Pastor for our 100+member Congregation, who is devoted to the service of Christ and the church, preaching, and teaching the Word of God. Our new Pastor must also be passionate about preaching, community engagement, and spiritual growth. Our congregation believes that *"All People Are God's People"* and looks towards our Pastor to provide strong leadership, compassionate counseling, and be an active, caring presence within our church and community.

Key Responsibilities:

- **Preaching & Teaching:** Prepare and deliver powerful, biblically grounded sermons and weekly bible-study lessons that are relevant, inspiring, and theologically sound. Lead the body in their growth and dependence on the Lord and their need to be in continuing communication with Him.
- **Spiritual Leadership:** Provide pastoral care, counseling, and spiritual guidance to members of all ages, with a particular focus on youth and children. Perform pastoral responsibilities such as visitation, counseling, worship services, baptism, communion, weddings, and funerals with the pastoral team.
- **Ministry Development:** Develop and nurture intergenerational programs for spiritual growth, including youth, children, and adult ministries. Work diligently to foster the Church's stability, vision, growth, and expansion; and to train and equip Christians for the work of the ministry.
- **Visionary Leadership:** Lead the church with a prophetic and visionary approach, shaping a future that aligns with our mission and values. Is responsible for effectively communicating the mission and vision of NLBC's Church to the staff, ministry leaders, and the congregation. Collaborates with the Executive Team regarding ministries, budgeting, fiscal management, personnel and building upkeep. Works to create a collaborative ministry environment and appropriately delegates tasks as needed. Provide direct supervision for all staff, overseeing their efforts, encouraging, and giving them developmental opportunities, and holding them accountable for their accepted responsibilities.

Established in 1934
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- **Active Engagement:** Foster a people-oriented ministry, creating connections and relationships that promote spiritual and community growth. Welcome visitors and new members to ensure the ongoing health and growth of the congregation and provide opportunities for them to find a place in the NLBC community.
- **Worship Leadership:** Lead hybrid worship services that blend traditional and contemporary elements to create an inclusive and inspiring experience for all age groups. Collaborates with the music and audio/visual ministry to create an organized and spirit-led worship experience.

Required Qualifications:

- **Education:** Master of Divinity (M.Div.) preferred; however, a Bachelor's degree in a related field may be considered with equivalent ministry experience.
- **Experience:** At least 8-15 years of pastoral experience is preferred, with flexibility for individuals whose collective ministerial experience reaches 15 years.
- **Character:** Must demonstrate a passion for ministry, honesty, trustworthiness, and faithfulness in all areas of ministry. Must be steadfast, intentional, and focused in leadership and spiritual direction. Must be personable and approachable for faithful interaction with the congregation
- **Skills:** Strong communicator with active listening skills, able to provide clear direction and guidance. Comfortable with digital communication tools (PowerPoint, email, social media, video conferencing platforms such as Zoom) to stay connected with congregants and teams.

Work Status Disclosures:

The candidate may be co-vocational but must effectively balance ministry with other employment and roles within the community. Candidates must disclose any other current employment or ministry-related commitments during the application process to ensure there are no conflicts of interest or scheduling challenges. This allows for transparency in our hiring process and ensures a successful partnership.

How to Apply:

If you are passionate about making a Kingdom impact, and if you feel called to help lead a Church dedicated to personal spiritual growth, relational outreach, and transforming lives for the glory of God, we encourage you to apply. This is more than a job—it's an opportunity to join a church family committed to making disciples and expanding our impact for Christ.



Interested candidates should apply via the link below:

<https://tinyurl.com/NLBCPastoralVacancy>

You will be asked to digitally submit the following documents with your application: a professional resume/CV, cover letter, a statement of faith, ordination certificate, and unofficial college transcripts.

Final candidates must provide three (3) professional references, and any additional documents that demonstrate your calling and experience. A federal and local background check is also required for final candidates.

Application Deadline: May 30, 2025 (6 weeks from date posted)

Background Screening Requirements

We require final candidates for Pastoral roles to undergo a comprehensive background check to ensure they meet the ethical, professional, and safety standards of our community. The following checks will be conducted:

1. Criminal Background Check: National and local criminal records, including sex offender registries, to assess any serious offenses.
2. Sexual Abuse and Child Abuse Checks: State-specific child abuse registries and national sex offender checks to protect vulnerable individuals.
3. Employment History Verification: Confirmation of previous employment and references from prior ministry roles.
4. Educational Background Check: Verification of theological degrees or certifications from accredited institutions.
5. Provide personal and professional References which provides insight into the candidate's character from church leadership, mentors, and personal references.
6. Denominational or Church-Specific Checks: Verification of ordination status and adherence to doctrinal beliefs specific to our denomination.
7. Drug Testing: To ensure a lifestyle free from substance abuse.

Final candidates must meet these requirements to be considered for ministry positions.

New Light Baptist Church is an equal-opportunity employer and welcomes all qualified applicants to apply. We look forward to finding a Pastor who will lead with integrity, vision, and a deep commitment to God's work.