

# Mount Calvary Baptist Church

2221 Emmett Drive ♦ Alexandria, Virginia 22307 ♦ (703) 768-7917



## Pastoral Vacancy Announcement

**Application Period: June 8<sup>th</sup>, 2026 thru August 7<sup>th</sup>, 2026**

Mount Calvary Baptist Church (MCBC) of Alexandria, Virginia is prayerfully seeking a qualified ordained candidate for the position of Senior Pastor. The ideal candidate will demonstrate a clear calling to provide servant and spiritual leadership through biblical preaching and teaching, pastoral care, discipleship, evangelism, membership growth, ministry development, and expanding community impact. The candidate will guide the congregation in carrying out the Great Commission and fostering growth in Christian character throughout the congregation and community.

### **Church Profile:**

Founded on November 11, 1953, MCBC has served the Spring Bank community in Alexandria, Virginia, with a longstanding commitment to Biblical teaching, fellowship, and worship. Having experienced membership fluctuation during the COVID-19 pandemic, MCBC continues to strive as a welcoming place for building authentic relationships and honoring Jesus Christ. The church is dedicated to witnessing, serving, and fulfilling the needs of neighbors in Alexandria and surrounding areas.

## **Primary Function**

- Provide leadership for the church's five core functions: evangelism, discipleship, ministry, fellowship, and worship, in accordance with the Great Commission.

## **Key Responsibilities**

- Facilitate spiritual development through structured Bible studies for all ages.
- Prepare and deliver biblically sound, impactful sermons relevant to daily life.
- Conduct special services including dedications, baptisms, weddings, and funerals.
- Develop and execute vision for intergenerational ministries.
- Plan, organize, and implement strategies promoting spiritual growth.
- Demonstrate excellent administrative, organizational, and interpersonal skills to nurture church and community.
- Provide pastoral counseling and guidance to support congregants' spiritual and emotional wellbeing.
- Be approachable, empathetic, and capable of connecting with others across generations.
- Lead community engagement initiatives.
- Offer pastoral care, including hospital, nursing home, and home visits as needed.

## **Education & Leadership**

- Encourage involvement in ministries and educational programs for spiritual growth.
- Develop training for leaders and volunteers to empower ministry roles.
- Collaborate with church leadership to establish and implement vision and strategic plans for growth.

## **Relationship Building**

- Work closely with deacons, deaconesses, trustees, and other church ministries to ensure unified leadership.
- Provide guidance and partnership to associate ministers and clergies.

## **Personal & Professional Growth**

- Commit to ongoing religious education and professional excellence.
- Utilize technology and virtual platforms to enhance outreach and engagement.

## **Operational Management**

- Moderate business meetings and execute growth initiatives aligned with church vision.
- Oversee church operations, staff management, financial stewardship, and membership.
- Align operational practices with mission and long-term objectives.
- Plan and implement ministry leadership development.

## **Qualifications & Experience**

- A clear testimony of faith in Jesus Christ, exemplifying His teachings (referencing 1 Timothy 3:1-7; Titus 1:1-9; 1 Peter 5:1-4).
- Willingness to serve as full-time or bi-vocational pastor.
- Ordained minister with at least a bachelor's degree from an accredited institution; advanced degrees (Master of Divinity, Theology, Christian Education, or comparable from accredited seminary) preferred.
- Minimum three years as an ordained minister or reverend; minimum 3-5 years as pastor or assistant pastor preferred.
- Applicants lacking direct pastoral experience may be considered based on substantial responsibilities as associate or assistant minister.
- Proficiency in written and oral communication.
- Effective administrative and leadership skills.
- Ability to relate to youth and young adults, integrating them into church life.
- Proven capacity for managing diverse teams and fostering productive environments.
- Strong financial acumen relevant to church settings.

## **Compensation Package**

- Up to a maximum of \$50k per year; all other compensation will be discussed during candidate contract review.

## **Mandatory Application Documents**

(Note: Incomplete or late applications may result in disqualification.)

- Cover letter detailing interest in the position and calling to MCBC.
- Resume outlining experience, education, and professional history.
- Certificate of ordination.
- State driver's license.
- Theological seminary degree (if applicable).
- Three letters of recommendation: one clergy, one layperson, one non-relative.
- Audio/Video recording of recent sermon.

## **Application Submission**

- Qualified candidates are encouraged to submit their completed application (PDF format) to: [mcbcadmin@verizon.net](mailto:mcbcadmin@verizon.net).

## **Additional Information**

- Questions regarding the process should be emailed to the Pastoral Search Committee at [mcbcadmin@verizon.net](mailto:mcbcadmin@verizon.net); telephone inquiries will not be accepted.
- Interviews conducted in person or via Zoom.
- Background checks (criminal, education & reference) required for advancing candidates.
- All information is confidential, non-returnable, and will be securely destroyed after selection.

**PERSONAL INFORMATION**

Name (Last, First, Middle):

\_\_\_\_\_

Date of Birth (MM/DD/YYYY): \_\_\_\_\_

Current Address:

\_\_\_\_\_

\_\_\_\_\_

Number of years at current address: \_\_\_\_\_

Home Phone Number: \_\_\_\_\_

Mobile Phone Number: \_\_\_\_\_

Business Phone Number: \_\_\_\_\_

Personal Email Address: \_\_\_\_\_

Work email Address: \_\_\_\_\_

Website address (if applicable): \_\_\_\_\_

If hired, are you able to provide proof of your legal right to live and work in the U.S.?

YES  NO

Number of years lived in the U.S.: \_\_\_\_\_

**FAMILY STATUS**

Marital Status:  Married  Separated  Divorced  Single (Never Married)

If Married, Name of Spouse: \_\_\_\_\_

Names & Ages of Children:

\_\_\_\_\_  
\_\_\_\_\_  
\_\_\_\_\_

**ORDINATION STATUS**

Date & Place of Ordination: \_\_\_\_\_

**EDUCATIONAL BACKGROUND**

<b>TYPE OF SCHOOL</b>	<b>NAME OF SCHOOL</b>	<b>LOCATION (Complete mailing address)</b>	<b>NO. OF YEARS COMPLETED</b>	<b>MAJOR &amp; DEGREE</b>
College or University				
Vocational or Technical School				
Graduate School				
Other				

**Additional Academic Experience (post-secondary)**

**Please list courses attempted & completed; P/T or F/T; dates; institutions; and awards received. (Please use a separate sheet if needed.)**

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**Please briefly describe your general background: summarize your ministry strengths and weaknesses, ministry preferences and vision, and your special interests in ministry. (Please use a separate sheet if needed.)**

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## **FINANCIAL & CRIMINAL HISTORY**

*If you answer "YES" to any of the following questions please indicate the nature of the suit, offense, date, court, and disposition or other appropriate explanation. A conviction record will not automatically be a bar to employment. Factors such as your age at the time of the suit or offense, gravity or nature of the violation, time since suit or offense, relevance to position, and subsequent rehabilitation will be considered. (Please use a separate sheet)*

**Have you ever filed for bankruptcy?**

YES  NO

**Have you ever been convicted of a felony?**

YES  NO

**Are you presently being investigated or under a procedure to consider your discharge for misconduct by your present employer?**

YES  NO

**Has any employer ever subjected you to disciplinary action, suspended, terminated, or asked you to leave a job or volunteer position on the grounds of any unlawful sexual behavior, or violation of an employer's sexual misconduct or harassment policy?**

YES  NO

**Have you ever been charged in civil or criminal proceedings with improprieties regarding children?**

YES  NO

**Have you ever entered a plea of GUILTY, a plea of 'NO CONTEST' (NOLO CONTENDERE), or has any court ever deferred further proceedings without entering the finding of guilty and placed you on PROBATION or in PUBLIC SERVICE or EDUCATION PROGRAM for ANY crime other than minor traffic offenses?**

YES  NO

**Have you ever been suspended, discharged, or resigned in lieu of discharge from any position?**

YES  NO

**Please answer the following questions in 150 words or less.**

*(Please use a separate sheet.)*

- 1. Describe how you came to know Christ as your personal Lord and Savior?**
- 2. How do you know you were called to be a Minister of the Gospel and in the role of Pastor? How has God confirmed that in your life?**
- 3. Describe your leadership style. What do you see as strengths and weaknesses of this leadership style?**

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**Applicant Printed Name:** \_\_\_\_\_

**Applicant Signature:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Pastoral Committee Member:** \_\_\_\_\_

**Signature:** \_\_\_\_\_

**Date Application Received:** \_\_\_\_\_