

Rev. Dr. Libby Grammer

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Experience

Senior Pastor First Baptist Church

August 2018 – present
Martinsville, VA

- Provide spiritual and administrative leadership for historic congregation in Southwest Virginia.
- Manage 4 full-time and 4 part-time staff, incl. associate pastors, admin staff, Early Learning Center Director.
- Plan worship services; coordinate with music and worship leaders.
- Organize missions (incl. food pantry, warming center, general fundraising) and outreach.
- Plan and implement communication strategies (internal and outreach). Oversee web design and worship service A/V sharing; design and edit newsletter; manage social media presence.
- Develop budgets (church and preschool); lead fundraising activities.
- Lead Church Council in planning, organizing, directing, coordinating, and evaluating programs. Oversee planning of special events and regular midweek programs.
- Train and lead Church leadership incl. trustees, committee chairs, deacons.
- Plan weddings, funerals; provide pastoral counseling.
- Proposed and successfully advocated for upgrades to Early Learning Center (facilities, technology, organizational structure). Liaised w. relevant committees.
- Provide HR services. Create and maintain policy documentation. Lead staff meetings. Recruit and hire personnel; conduct performance evaluations; provide feedback as necessary. Maintain personnel records. Research benefit plans and COLA increases; ensure regulatory compliance.
- Cooperate w. associational, state, and denominational leaders (incl. Baptist General Association of Virginia, Cooperative Baptist Fellowship, EverBless Foundation, Virginia Baptist Women in Ministry, Grace Network of Martinsville-Henry County, Harvest Foundation, Chamber of Commerce, local governments) on issues of mutual interest and concern (incl. race relations; faith in public life; interfaith and ecumenical dialogue; women in ministry; thoughtful investment; economic development).

Pastoral Resident River Road Church, Baptist

January 2018 – July 2018
Richmond, VA

- Supported church's Pastoral Ministry (post-graduate pastoral training: full-time paid residency program).
- Studied, and received critique and training in, preaching, worship leadership, pastoral care, administration, missions leadership, and Christian Education. Created and maintained archive of reference material.

Interim Minister: Christian Education, Spiritual Formation River Road Church, Baptist

September 2015 – December 2017
Richmond, VA

- Planned and implemented ministries: education, spiritual formation, adult leadership development.

Immigration Paralegal Baker Donelson Bearman Caldwell & Berkowitz, PC

May 2007 – May 2017
Chattanooga, TN / remote

- Oversaw caseload of hundreds per year. Assisted in visa procurement / adjustment of status. Advocated for clients (corporate and family-based); assisted with research and case oversight.
- Prepared forms and correspondence. Trained new personnel in use of electronic case management system.

Education

D. Min. (track: Justice and Peacemaking) Mercer University, McAfee School of Theology

2019

- Thesis: "Learning to Dialogue and Discern: Conversations that Matter in the Local Church"

- M.A. in Religious Studies (track: Theology, Ethics, and Culture)** 2015
University of Virginia, Graduate School of Religion

 - Focus: Christian feminist ethics.
 - Thesis: “Privilege, Risk, and Solidarity: How Christian Feminist Ethics Speaks to the Issue of Undocumented Immigration”

- M. Div. (track: Academic Research, Christian Ethics)** 2010
Mercer University, McAfee School of Theology

 - Thesis: “The Baptist Response to the Crisis of Undocumented Immigration”

- B.A. in Spanish** 2007
Shorter College

 - Dual minor in Religion and English
 - Member, *Academy of Aristaeus* honors program
 - Study Abroad: Seville, Spain (January – May 2006)

Ordination

- Ordained to the Gospel Ministry, First Baptist Church (Fort Oglethorpe, GA, December 12, 2010).

Memberships

- **Member**, Board of Visitors, McAfee School of Theology at Mercer University (2020 – present)
- **Co-Leader**, DEI Initiative: SolidarityMHC (2020 – present)
- **Board Member**, EverBless Foundation (formerly Virginia Baptist Foundation) (2019 – present)
- **Board Member**, Virginia Baptist Women in Ministry (2017 – present)
- **BJC Fellow**, Baptist Joint Committee for Religious Liberty (2017 – present)

Publications

- *Privilege, Risk, and Solidarity: Understanding Undocumented Immigration through Feminist Christian Ethics*. Wipf and Stock Publishers: Eugene, OR, 2017.
- “Home Again: A Call Narrative.” Chapter in *Call Stories: Hearing and Responding to God’s Call*. Barry Howard, Ed., Nurturing Faith, Inc.: Macon, GA, 2019.
- “Give Like Jesus.” Chapter in *When We Speak of Stewardship: A Collection of Sermons From and For the Virginia Baptist Foundation Family*. Ron Hall, Ed. (forthcoming, 2023).
- Online Articles: <https://libbygrammer.com/portfolio>

Skills

- CMS: WordPress with Divi Builder.
- A/V: VMix, Digital Mixer / Sound Board, Windows Video Editor.
- Productivity tools: Word, Excel, PowerPoint, Publisher, Google Workspace, MailChimp.
- Social media management: Facebook, Twitter, Instagram.