

Dr. Libby Grammer

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Dynamic executive leader experienced in nonprofit management, blending expertise in leadership, program management, and staff supervision. Proven track record in budget management, fostering strategic partnerships, and advancing mission-driven initiatives. Highly skilled in public speaking, community engagement, relationship building, and event planning, with a commitment to interfaith dialogue and promoting diversity, equity, and inclusion (DEI). Adept at developing communication strategies to maximize resources, achieve organizational goals, and drive positive social change.

WORK EXPERIENCE

Senior Pastor

First Baptist Church, Martinsville, VA

August 2018-Present

- Provide spiritual and administrative leadership, overseeing all aspects of congregational life.
- Lead a diverse staff, conducting recruitment, evaluations, and facilitating staff development for 4 full-time and 4 part-time staff, including associate pastors, admin. staff, and the Early Learning Center Director.
- Administer Human Resources functions, including policy making and maintenance, recruiting, hiring, and performance evaluations, maintaining accurate personnel records, conducting research on salary and benefits plans, and ensuring regulatory compliance.
- Proposed and successfully advocated for facilities, technology, and organizational structure upgrades to the Early Learning Center. Liaised with relevant committees.
- Collaborate with various associations, religious denominations, and government entities as strategic partners addressing issues such as race relations, faith in public life, interfaith and ecumenical dialogue, women in ministry, thoughtful investment, and economic development.
- Implemented initiatives promoting justice, and diversity, equity, and inclusion (DEI) in Southwest Virginia, including co-leading solidarity marches and co-authored newspaper op-eds.
- Actively participated in interfaith panels, promoting dialogue and understanding across religious traditions.
- Organize community missions and outreach efforts including a food pantry, warming center, and general fundraising.
- Oversee comprehensive church communications strategy, including a website redesign and church logo, blogs, newsletter, and social media management.
- Manage the planning, coordination, and evaluation of church programs in collaboration with the Church Council (governing board), including special events, midweek programs, and weekly worship.
- Develop and maintain a \$1 million budget (church and preschool), emphasizing financial transparency and stewardship throughout annual fundraising campaigns.
- Provide pastoral care and counseling, conduct baptisms, preside at funerals, train deacons in family ministry, and create and deliver original sermons each week.

Pastoral Resident
River Road Church, Baptist, Richmond, VA
January-July 2018

- Received intensive, post-graduate pastoral training on personnel supervision, creating policies and procedures, organizational size dynamics, church marketing and advertising, denominational identity and awareness, and facility operations.
- Preached in worship services and oversaw the planning of weekly worship and special services.
- Created and maintained an archive of reference material related to pastoral leadership.
- Conducted weekly hospital visits, homebound visits, and pastoral counseling sessions including funeral and wedding planning and pre-marital counseling.
- Attended all staff meetings and meetings of all boards and committees of the church.
- Connected with mission partners, distributed benevolence funds, and led a mission trip.
- Gained insights into fostering faith development of all ages by shadowing veteran teachers.

Interim Minister of Christian Education & Spiritual Formation
River Road Church, Baptist, Richmond, VA
September 2015-December 2017

- Participated in planning all worship services of the church, including creating the weekly bulletin, recruiting worship leaders and participants, and supply preaching as needed.
- Provided administrative direction for a network of small groups focused on promoting spiritual formation, leadership development, and fellowship.
- Taught adult programs on a wide variety of topics, including devotional material, spiritual direction, ethics and theology, and more.
- Enhanced the church's internal and external communications with the communications specialist to write articles and blog posts, manage the website and social media accounts, troubleshoot and edit, photograph events, create content for various church publications, distribute event flyers and other materials, and supervise new member photography.
- Provided pastoral care and visitation for members and prospects.

Immigration Paralegal
Baker Donelson Bearman Caldwell & Berkowitz, PC, Chattanooga, TN (Hybrid)
May 2007-May 2017

- Oversaw a caseload of hundreds per year, assisting in visa procurement and adjustment of status for clients.
- Advocated for corporate and family-based clients, providing research and case oversight.
- Prepared forms and correspondence, and trained new personnel in the use of electronic case management systems.

EDUCATION

Doctor of Ministry (D.Min.)	2019	Mercer University, McAfee School of Theology Track: Justice & Peacemaking
Master of Arts (M.A.)	2015	University of Virginia, Graduate School of Religion Track: Theology, Ethics, & Culture Program Focus: Christian Feminist Ethics
Master of Divinity (M.Div.)	2010	Mercer University, McAfee School of Theology Track: Academic Research, Christian Ethics
Bachelor of Arts (B.A.)	2007	Shorter College (<i>summa cum laude</i>) Major: Spanish; Minors: Religion, English Member, Academy of Aristaeus (Honors Program) Study Abroad: Seville, Spain, January–May 2006

MEMBERSHIPS

- **Chair**, 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) (2019–2023)
- **Board Member**, Virginia Baptist Women in Ministry (2017–2023)
- **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.
- For a comprehensive list of publications, please visit www.libbygrammer.com.

SKILLS

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