

# ***Rev. Dr. Libby Grammer***

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As minister of the Gospel, my calling is to share the rich experience of God's grace through teaching, preaching, and leadership. My passion is to lead a church in becoming a community that makes space in which the Holy Spirit can move and provide new life as we follow in the Way of Jesus together.

## **MINISTRY EXPERIENCE**

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### ***Senior Pastor***

#### ***First Baptist Martinsville, VA, August 2018-Present***

Responsible as the spiritual and administrative leader of the church, proclaiming the Gospel, rendering pastoral care, and providing leadership in all areas of church life as the chief of the staff.

- ***Preaching & Worship:*** Organize weekly worship services in collaboration with music and worship leaders for a cohesive, engaging experience. Develop and deliver sermons that communicate biblical teachings for everyday life. Plan for and provide leadership in the observance of the Lord's Supper and baptisms.
- ***Missions & Outreach:*** Spearhead successful missions and care ministries programs in both the church and local community. Conduct regular visits to local mission partners to foster meaningful engagement. Establish and nurture the church's mission partnerships, seeking opportunities to amplify their impact across the congregation. Proactively visit with prospective members to invite and integrate them into the church.
- ***Administration & Leadership:*** Supervise a staff of professionals, including Associate Pastors, administrative staff, and the Director of the FBC Early Learning Center (ELC). Give leadership to all Human Resources and Personnel functions alongside the Personnel Committee, including creating and maintaining personnel policy handbooks, leading weekly staff meetings and other internal communication initiatives, performing staff recruitment and hiring, conducting evaluations, ensuring competitive staff compensation, and maintaining accurate and confidential records. Serve as chairperson of the Church Council to plan, organize, direct, coordinate, and evaluate regular church programs and special events. Facilitate the church through an intentional *ReShape* process with Pinnacle Leadership Associates, meeting in small groups to re-imagine ministry in a new age with [significant, transformative outcomes](#).
- ***Finances & Stewardship:*** Manage and fundraise a total church budget of \$1 million alongside the staff and committees, which includes the Early Learning Center budget (\$500,000). Emphasize year-round stewardship with a narrative ministry plan sent to donors with the line-item budget. Communicate quarterly with givers on goals and pledges. Work with Trustees to better manage our invested funds – money market accounts for money in checking accounts and creation of a singular church endowment. Plan legacy giving seminars. Meet with relevant committees and staff to manage the church building as an asset (beyond the expansion of the ELC), finding ways to share empty space to support our church ministry budgets and serve our community.
- ***Pastoral & Counseling:*** Conduct weekly hospital and homebound visits. Provide pastoral counseling as needs arise. Counsel baptismal candidates, assist in funeral and wedding planning, and provide pre-marital counseling. Work closely with deacons, church officers, and committees, providing guidance and support as they fulfill their assigned responsibilities. Train the deacons in a comprehensive family ministry program.

## **MINISTRY EXPERIENCE CONTINUED**

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- ***Communications & Technology:*** Design and implement a comprehensive church communication strategy, catering to both internal church contacts and community outreach. Oversaw the launch of a new church website and logo that provides a visually appealing and user-friendly online presence. Share sermon and worship service audio/video content, revamped the church newsletter and maintain an active blog, and use social media to share church news and information to our broader audience. With appropriate committees, created audio-visual systems for worship and meetings, oversaw the complete overhaul of our Wi-Fi and security systems.
- ***Denominational & Community Engagement:*** Facilitate deeper connections between the church and Cooperative Baptist Fellowship (CBF), inviting field personnel missionaries to share their experiences, and becoming an encourager church for two field personnel. Play a pivotal role alongside Rev. Charles Whitfield, a local Black Baptist pastor, in co-leading community initiatives for justice, including a solidarity march, co-authoring op-eds in the local newspaper, facilitating diversity, equity, and inclusion (DEI) trainings, and forging ongoing partnerships with local companies to address issues of race and race relations. Speak on interfaith panels with the Interfaith Partnership of Martinsville-Henry County, promoting dialogue and understanding among different religious traditions. Personally, I align with the Association of Welcoming and Affirming Baptists, reflecting a deep commitment to inclusivity and affirming the dignity and worth of all individuals.

### ***Pastoral Resident***

#### ***River Road Church, Baptist, January-July 2018***

Intensive, post-graduate pastoral training in a teaching congregation. Responsible for studying and supporting the church's Pastoral Ministries.

- Preached in worship and other venues as assigned under the mentorship of the Senior Pastor.
- Created and maintained a Preaching Database of pastoral leadership literature.
- Oversaw the planning of weekly worship and special services, including the writing of litanies and prayers, assigning roles for worship leadership, and conducting the Lord's Supper and baptisms.
- Made weekly hospital visitation, homebound visits, and pastoral counseling sessions as needed.
- Attended all staff meetings and meetings of all boards and committees. Participated in intentional discussions and training regarding personnel supervision, hiring staff, creating policies and procedures, congregational size dynamics, church marketing and advertising, denominational identity and awareness, and facilities operations.
- Participated in intentional conversations to learn the philosophy and practice of missions and service ministry while connecting with the church's ongoing mission partners, distributing the church's Fellowship (Benevolence) Funds, and leading a mission trip.
- Shadowed teachers in various small groups catering to children, youth, young adults, and older adults, gaining valuable insights and strategies for fostering faith development across diverse age groups and educational ministries.

## **MINISTRY EXPERIENCE CONTINUED**

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

Responsible for providing administrative direction, planning, and implementing the church's ministries of education, spiritual formation, and lay leadership development.

- Participated in planning all worship services of the church, including creating the weekly bulletin, recruiting worship service leaders and participants, and supply preaching as needed.
- Oversaw a network of small groups, with special attention to groups 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.
- Prepared and submitted an annual education budget to the appropriate board.
- Assisted lay and paid leadership in recruiting and training disciples for all age levels, with a priority for adult lay leadership.
- Worked with other staff and laity to advance the church's efforts to create church-wide fellowship and provide an atmosphere of community.
- 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, including visitation for members and prospects.

## **EDUCATION**

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

## **ORDINATION**

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

## **COMMUNITY INVOLVEMENT**

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*Chair*, Board of Visitors, McAfee School of Theology, 2020-Present

*Co-Leader*, DEI Initiative: SolidarityMHC, 2020-2022

*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

*Translator*, Oak Grove School, 2015

*Portrait Photography for Underprivileged Children*, Charlottesville, VA Photography Initiative, 2015

## **PUBLICATIONS**

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*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 my website – [www.libbygrammer.com](http://www.libbygrammer.com) – where you can explore an extensive collection of my work, showcasing my expertise, insights, and contributions.

## **FAMILY AND HOBBIES**

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Avid hiker and photographer who has a soft spot for dogs and sunflowers. Author who loves to explore the world through writing. Lover of public speaking and leadership. Musician who loves to sing in choirs. Married to William P. Underwood, Mathematician and Finance Professional, and graduate of Virginia Commonwealth University, Richmond, VA. We have two young daughters, Elena Ruth & Iris Audrey Grammer-Underwood, and one dog, Samson.

## **REFERENCES**

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### **Rev. Dr. Daniel E. Glaze**

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### **Rev. Dr. Gregory DeLoach**

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### **Rev. Dr. Mike Hatfield**

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### **Rev. Dr. Chris Thomas**

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### **Rev. Nancy Stanton McDaniel**

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