March 2026

Opening Announcement

Full-time Pastor Position

Dear Brothers in Christ,

On behalf of Grace Baptist Church of Carlisle, Pennsylvania, I am writing to share an opportunity for pastoral ministry within our congregation. Enclosed in this packet you will find materials related to our opening for a full-time pastor. We are distributing this material to trusted seminaries and churches in the hope of connecting with men whom the Lord may be calling to serve in this capacity.

This packet is intended to provide a clear overview of both the role and our church. It includes a detailed job description outlining the responsibilities and expectations of the pastor position, a brief snapshot of our church's life and ministry, and an application for prospective candidates. Together, these materials are designed to give potential applicants a well-rounded understanding of who we are and how this role fits our mission.

We would be grateful if you would share this opportunity with qualified individuals who may be seeking to serve in pastoral ministry. If you or any potential candidates have questions or would like further information, we would be glad to connect.

Thank you for your partnership in the work of the gospel.

In Christ,

Mike Van Grouw
Elder and Chairman of Pastoral
Search Committee
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Second Full Time Pastor of Grace Baptist Church

The following highlights the major duties and responsibilities of a second full-time pastor at Grace Baptist Church. This list is not intended to be comprehensive nor exclusive but does imply a relative priority among duties.

Responsibilities

Teaching/ Preaching	**"And he gave the apostles, the prophets, the evangelists, the shepherds and teachers to equip the saints for the work of ministry." Eph 4:11-12** He will have weekly preaching and teaching responsibilities at prayer meetings, Adult SS and Worship Services on the Lord's day . He may also be asked to teach at our Evangelistic lecture series once every 3 months.
Worship, Prayer, Devotion, and Study	**"Keep a close watch on yourself and on the teaching." I Timothy 4:16** As a man of the highest Christian character, he will be committed to faithful attendance at the regular services of the church and the Lord's Supper. He is expected to spend considerable time and effort in personal prayer for himself, his family, the congregation and the lost. His task will require that he give himself fully to the study of the Scriptures and be faithful in personal devotions.
Visitation Counseling	**"...teaching you in public and from house to house..." Acts 20:20-21** The pastor will be expected to share visitation responsibilities with the other elders for our members and visitors. This would include visitors that come through our evangelistic outreaches, through our Hispanic ministry, and through our benevolence ministry.
Other	**"The aim of our charge is love…" I Timothy 1:5** He will perform other duties and responsibilities as required by circumstances or the Board of Elders. Examples would include, but not be limited to, leading the Lord's Supper and conducting funerals, premarital counselling, weddings and baptisms.

Desired skills and qualifications

- Meets the qualification for Elder as defined by Scripture and our Constitution and By-laws
- Has formal ministerial training, including a Master's degree in theology/ministry
- Fully subscribes the *London Confession of Faith of 1689*, recognizing GBC has held to this confession for decades
- Demonstrates a knowledge of and ability to exposit the Scriptures
- Demonstrates a sound Christian character, personal piety, and devotion to Christ worthy of a minister of the gospel
- Demonstrates evangelistic zeal and gifts
- Is able to cultivate healthy and positive relationships with members of all ages, the deacons, and the elders
- Is a gracious and effective communicator, both verbal and written, with visitors, members, and other church leaders

Other Expectations

- He and his wife become GBC members while in Carlisle, PA
- Regular office hours to be coordinated with the elders - a typical day will have time devoted to prayer, study, teaching and visitation
- Willing to attend monthly Elder Board meetings and weekly Deacon/Elder prayer times on Friday mornings
- Maintain appropriate confidentiality related to sensitive matters of church leadership and membership, especially related to what is discussed in Elder Board meetings
- Support in word and action, as a fellow elder, the Elder Board's direction, decisions, and positions

GRACE BAPTIST Church

A 2026 SNAPSHOT OF THE CHURCH

Beliefs Church Website

- Fully subscribes the 2nd London Baptist Confession of Faith (1689)

Members and Attendance

- 206 members: 73% over the age of 40 and 23% under that age
- Average attendance for the Sunday morning service: approximately 208
- Wednesday evening prayer meetings are also well-attended.
- Most members live within a 10-15 mile radius of the church.

Meetings

Sundays:

- Sunday School Classes -- age 2 through adult, plus a class for Spanish speakers
- Morning and Evening services
- Junior (grades 6-8) and Senior High (grades 9-12) Youth Groups -- meet after the evening worship service during the school year
- Frequent church luncheons held after the morning service

Wednesday evening prayer meeting

Men's and Women's Bible studies, Young Adult Fellowship meetings and outreach

Outreach Opportunities

- Monthly worship service at Bethesda Mission in Harrisburg
- Monthly worship service at Todd Home (Senior Living) in Carlisle
- Evangelistic lectures

The Christian School of Grace Baptist Church, Est. 1968

- Provides a Christ-centered education for grades PreK-8 in a traditional classroom setting
- Housed in the church facility
- Governed by a school board comprised of church members and school community members
- Enrollment: approximately 120

CARLISLE: THE TOWN AND ITS GOSPEL OPPORTUNITIES

The Town of Carlisle [Town Website]
• Located in the beautiful Cumberland Valley with good hiking, camping, fishing, hunting, and lovely farm and ridge views • A quaint, vibrant town, rich in history and culture • In the fastest growing county in Pennsylvania for several years running • Colleges: Dickinson College; Dickinson School of Law; Carlisle Army War College • Hub for the trucking industry; surrounded by many warehouses • A great place to live and raise a family!

Our Town's People
• A significant Christian population with 4 reformed churches and several other solid evangelical churches • Dickinson professors and students, often espousing a liberal worldview • Army War College military officers and families, usually mature in life and thought • All socio-economic levels, attracted by the abundance of job opportunities and services • A growing immigrant population, particularly Spanish-speaking • Amish and Mennonite communities nearby

Our Church's Current Outreaches to the Carlisle Community
• Church-wide, deacon-led benevolence to meet the spiritual, temporal, and friendship needs of the needy, including those affected by increasing homelessness due to a shortage of low-income housing • Spanish-speaking adult Sunday School and live translation of services • The Christian School of Grace Baptist Church, serving the educational needs of our church families and other Christian families of the community