Pastor for Discipleship and Worship

All Saints Presbyterian Church

Purpose: Lead and disciple people through relationships and music

Looking for: Someone who loves people—meeting, organizing, and talking with them about Jesus, who can also lead a group of musicians in worship on Sundays.

Compensation: $60 – 80k package. Includes adjustable benefits based on candidate's preference.   **Time:** 40 hrs/ week, 3 weeks vacation, 1 week study leave
Reports to: Lead Pastor **Works with:** Staff   **Oversees:** Discipleship Ministry, Music Team

Job Description: Discipleship Director

Discipleship & Leadership

- Lead Community Group (CG) ministry.
    - Disciple, coach and mentor CG leaders
    - Provide resources and lead training sessions
    - Initiate and lead a Community Group
    - Build a culture of planting into All Saints Community Groups
- Lead Assimilation Ministry
    - Cultivate culture of radical hospitality from the moment a visitor walks in the door until they get plugged into a CG
    - Disciple and recruit Assimilation ministry leaders and volunteers
    - Create and cast vision for an effective, outward-facing assimilation strategy
- Execute annual job performance review with supervisor in order to set and evaluate goals
- Attend all staff meeting and share ministry vision, needs, and desires
- Lead new ministry initiatives in alignment with All Saints' vision

Preaching/ Teaching & Communication

- Opportunities open for discussion, including preaching up to 10x/ year
- Opportunity to explore church planting if interested.

Administrative

- Organize and maintain rosters for all Community Groups
- Organize and maintain CG leader guidelines
- Organize and maintain policies and procedures for Assimilation Ministry
- Manage CG and Assimilation ministry budgets
    - Purchase engaging resources/ materials, and communicate with supervisor and/ or session as budget needs arise or are anticipated

- Prompt response to all communication from church leadership and congregation

Job Description: Worship Director

Worship

- Coordinate with preacher to prepare integrated music and liturgy for Sunday worship
- Create liturgy that is both theologically rich and accessible to non-Christians
- Recruit, train, and manage A/V team and volunteer team of musicians to accompany worship
- Give spiritual and musical leadership to the volunteers on the music team
- Arrange and lead a rehearsal of the music team before each service
- Plan and oversee the annual Good Friday and Christmas Eve services, and for special events, such as wedding and funerals
- Prepare the projection slides for worship services
- Encourage a culture of authentic worship through congregational singing and participation
- In coordination with the pastors, select all music to be sung by congregation
- Manage worship ministry budget and the music resources of the church

Personal Requirements

- Someone who loves Jesus, evidences spiritual maturity, and prioritizes grace
- Willingness to become member of All Saints Presbyterian Church and teach the faith according to our doctrines as explained in the Westminster Confession of Faith
  - Preference for a pastor ordainable in the PCA
- Teachability and a willingness to grow and follow church leadership
- Experience in leading, managing, and multiplying volunteers
- Demonstrated musical skill, competence, and ability to effectively lead others in worship
- Musical ability and aesthetic sensitivity which enables the leader to move beyond playing the songs to molding the worship experience in a direction of beauty and excellence
- Self-motivated and able to function independently with minimal supervision while understanding the necessity for communicating and coordinating work efforts with others
- Accessible and affable, with a heart for building up saints to do the work of the ministry
- Works well in an in-person office setting
- Strong team player ready to collaborate with staff, session, and congregation

To apply: Email Pastor Justin – jpoythress@allsaintspca.org with cover letter, resume, and links to worship leading and preaching if applicable.